



**DoD CIVILIAN WORKFORCE STATISTICS**

# **DOD DEMOGRAPHICS**

**May 2006 Edition**

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**ARCHIVES**

APRIL 2006

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\*Non Appropriated Fund data provided by DMDC. Per DMDC, RNO and Ethnicity are two different fields. The data in the race category includes people of any ethic preference (Hispanic, non-Hispanic). The 'Hispanic' ethnicity category means, the number of people who are Hispanic/non-Hispanic based on the same population used to determine the number of personnel who are in each race category.

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# DoD Demographics

## Department of Defense (DOD) Civilian Workforce Demographics Introduction

The DOD Civilian Workforce Demographics are produced monthly by the Civilian Personnel Management Service (CPMS), Human Resources Automated Systems Division as a convenient reference for various audiences. It contains information, using tables and charts, about the DOD workforce that is supported by the Defense Civilian Personnel Data System (DCPDS). DCPDS processes personnel transactions for over 800,000 DOD civilians on a 'real-time basis' and is the largest Human Resources system in the world. The majority of the data contained in the charts and tables that make up the DOD Civilian Workforce Demographics are "as of" the end of the month, however data is included from a historical perspective in some instances. The tables and charts included are generated solely from DCPDS with the exception of Non Appropriated Fund data, which is provided by the Defense Manpower Data Center (DMDC) and subsequently incorporated.

DMDC maintains the largest historical archive of personnel, manpower, training, and financial data in DOD. DMDC personnel data is broad in scope and extends back to the early 1970s to cover all Military Services, all components of the Total Force (active duty, guard, reserve, and civilian), and all the phases of the personnel life cycle (accession/separation/retirement). For additional information on DMDC and their data services, visit <http://www.dmdc.osd.mil>.

Customers should be aware that when comparing DCPDS and DMDC data, discrepancies will surface, due to the fact that DCPDS uses transactional data while DMDC uses snapshots of data. The "as of date" of the data will also differ. Also, DMDC receives data not only from DCPDS, but from other systems. Finally, DCPDS covers personnel in pay and non pay status, while DMDC reports only personnel in pay status.

Another source for data comparison is the Office of Personnel Management's FACT BOOK, Which can be found at <http://www.opm.gov/feddata/factbook/>. This source provides information on the entire Federal community.

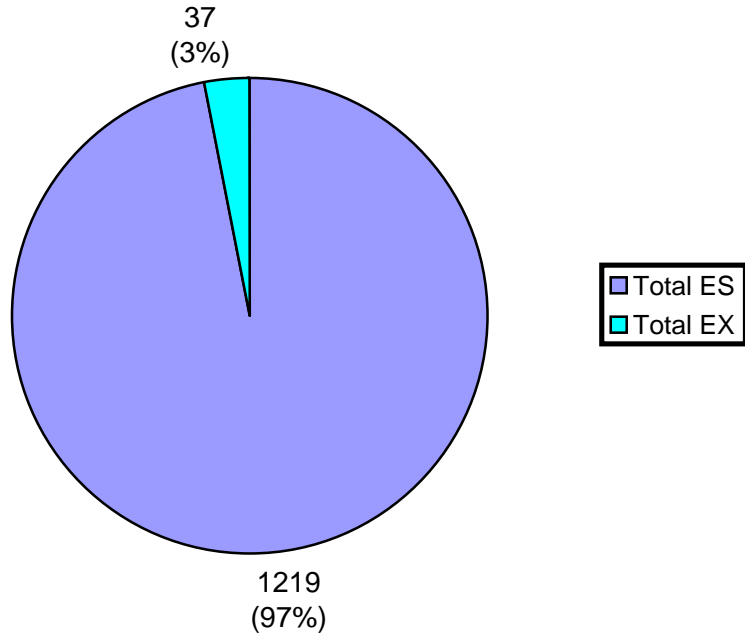
You may download a copy of any of the versions of the DOD Civilian Workforce Demographics publication that are available. Three (3) months will be available. The document is available in Adobe Acrobat's Portable Document Format (PDF), which requires Adobe Acrobat for viewing and printing. Acrobat uses hypertext and electronic bookmarks to help the reader navigate through the document.

The DOD Civilian Workforce Demographics are designed to be easy-to-use and to provide useful, high level information. Comments for improvement or suggestions are welcome. For feedback and suggestions, please e-mail to [Feedback](#)

# **Appropriated Fund**

# DoD Executives and Senior Level Employees (Appropriated Fund)

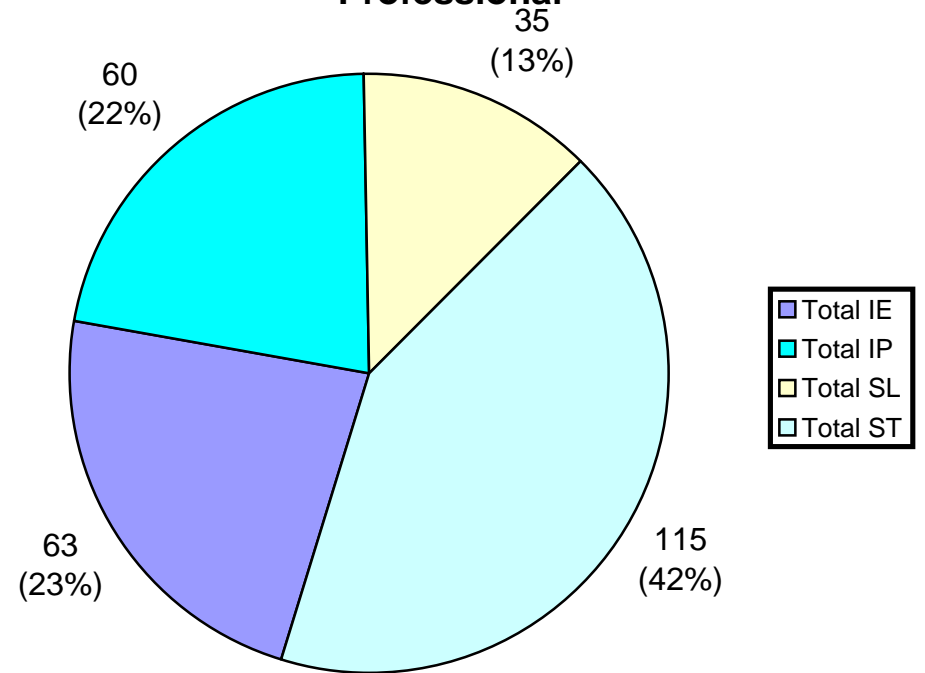
## Senior Executive Service and Executive Pay



### Executive Service & Executive Pay

ES	1219	97%
EX	37	3%
<b>Total ES &amp; EX</b>	<b>1256</b>	<b>100%</b>

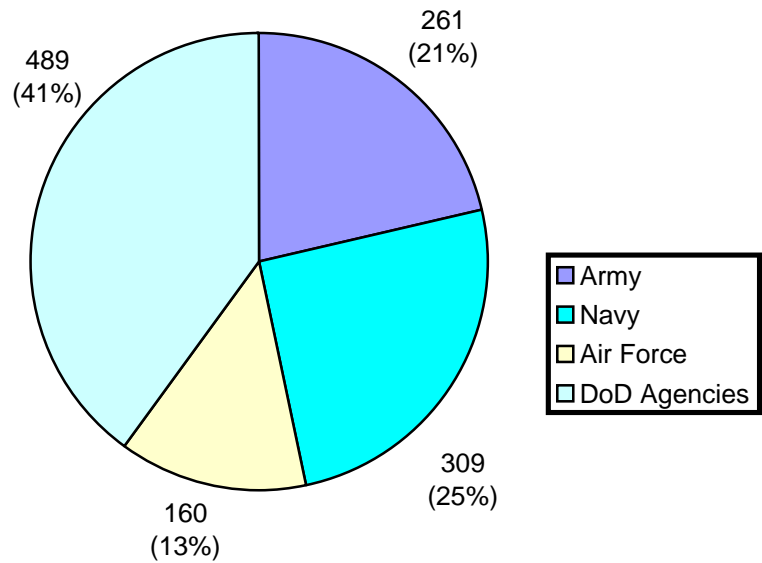
## Intelligence Executive/Professional Senior Level Positions/Scientific and Professional



### Intelligence Executive/Intelligence Professional Senior Level Positions/Scientific and Professional

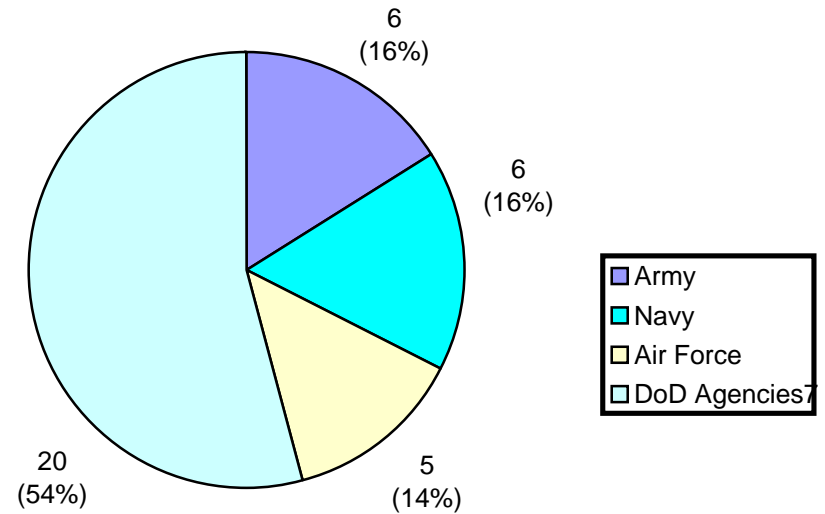
IE	63	23%
IP	60	22%
SL	35	13%
ST	115	42%
<b>Total</b>	<b>273</b>	<b>100%</b>

## DoD Executives by Component (Appropriated Fund)



### Senior Executive Service

Army	261	21%
Navy	309	25%
Air Force	160	13%
DoD Agencies	489	41%
<b>Total</b>	<b>1219</b>	<b>100%</b>

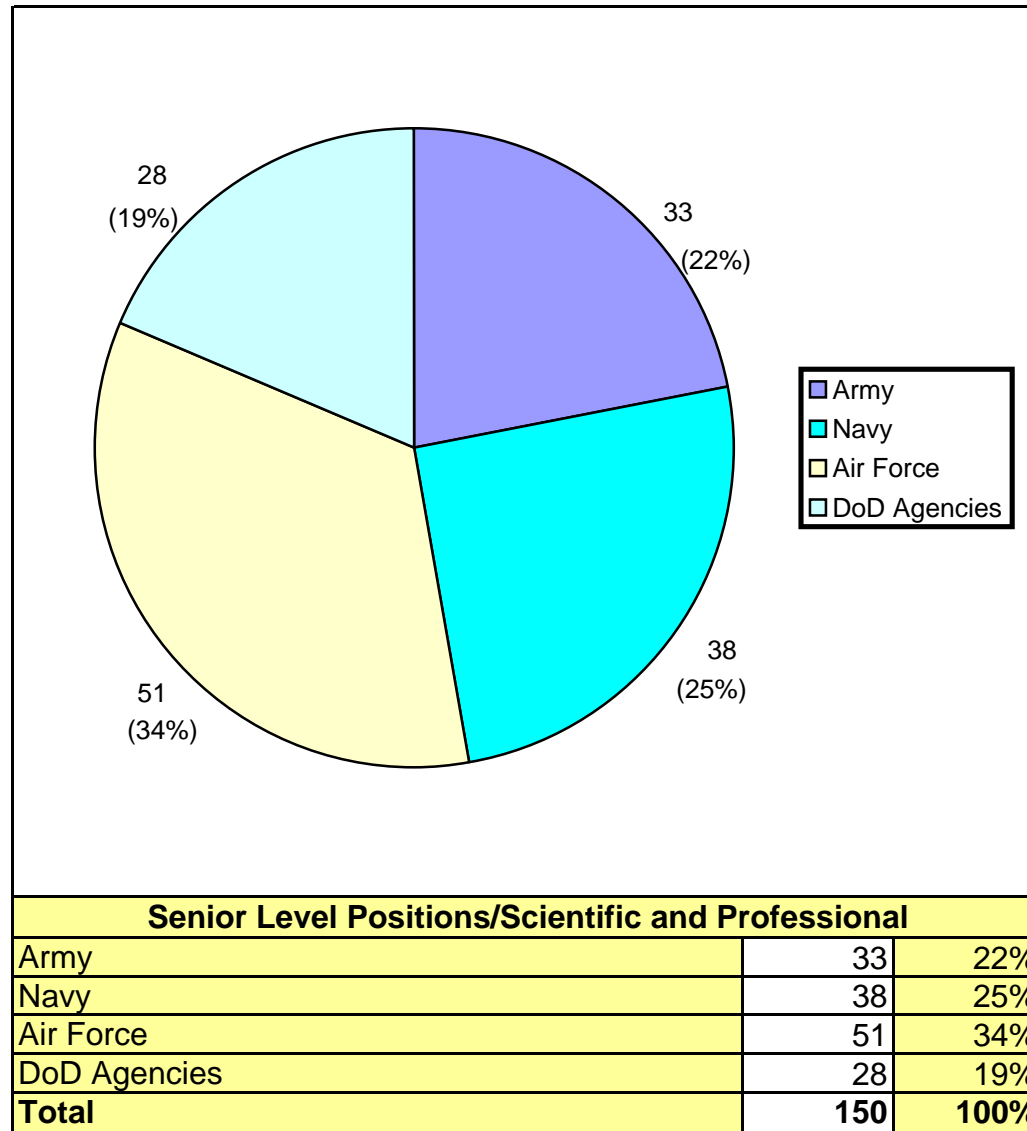


### Executive Pay

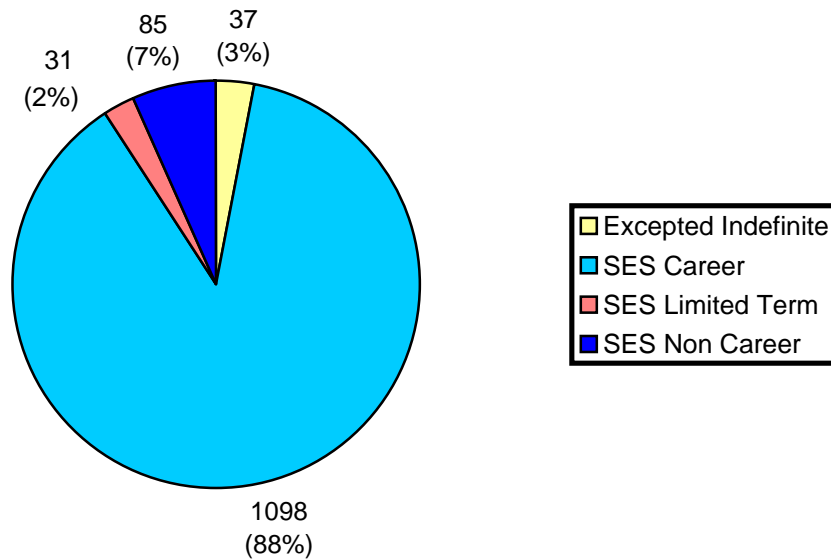
Army	6	16%
Navy	6	16%
Air Force	5	14%
DoD Agencies	20	54%
<b>Total</b>	<b>37</b>	<b>100%</b>



## DoD Senior Level Positions/Scientific and Professional by Components (Appropriated Fund)



## DoD Executives by Appointment Type (Appropriated Fund)



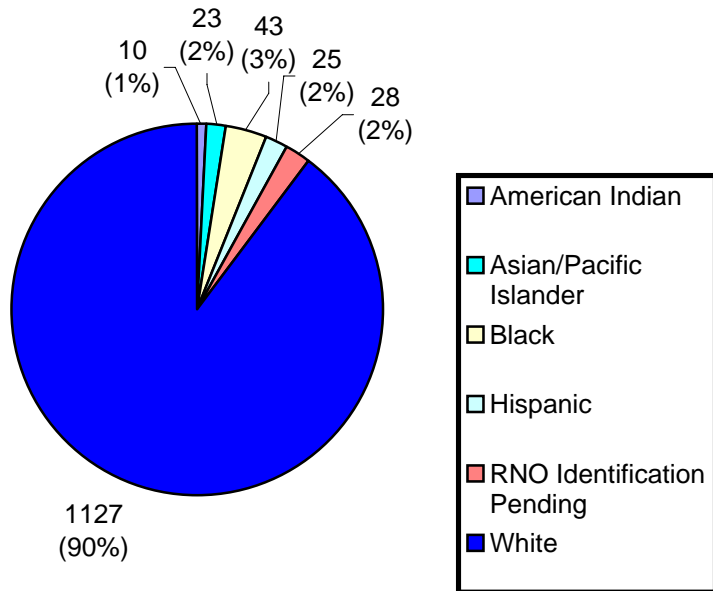
DoD Executives by Appointment Type		
Competitive Career	*2	0%
Excepted Appointment NTE	*1	0%
Excepted Indefinite	37	3%
Indefinite Appointment	*1	0%
Other**	1	0%
SES Career	1098	88%
SES Limited Term	31	2%
SES Non Career	85	7%
<b>Total</b>	<b>1256</b>	<b>100%</b>

\*Some data shown in table are not provided in the chart above

\*\*Data not reported

## General Workforce Demographics of Executives (Appropriated Fund)

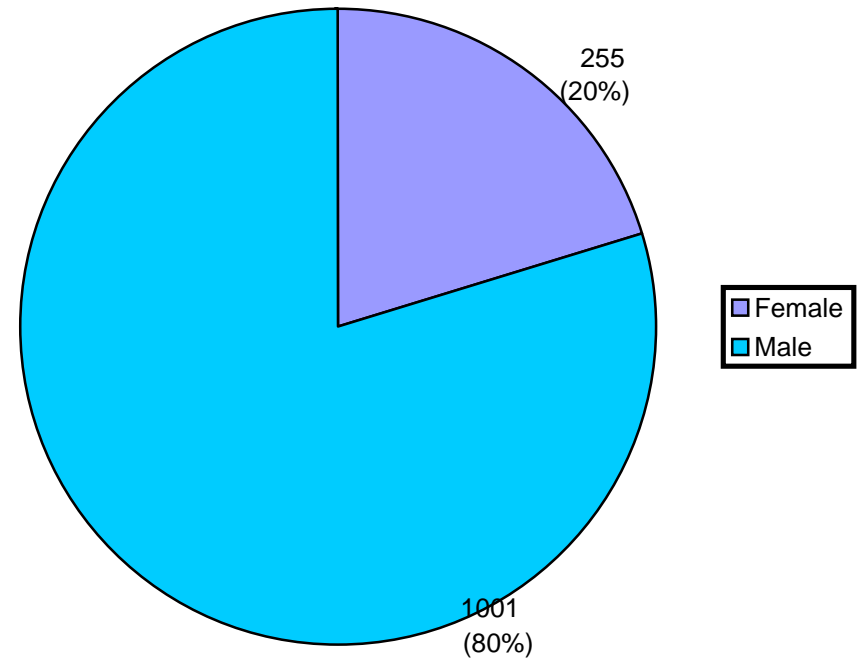
**Race/National Origin**  
**Executive Service and Executive Pay**



**Race and National Origin Designation**

American Indian	10	1%
Asian/Pacific Islander	23	2%
Black	43	3%
Hispanic	25	2%
RNO Identification Pending	28	2%
White	1127	90%
<b>Total</b>	<b>1256</b>	<b>100%</b>

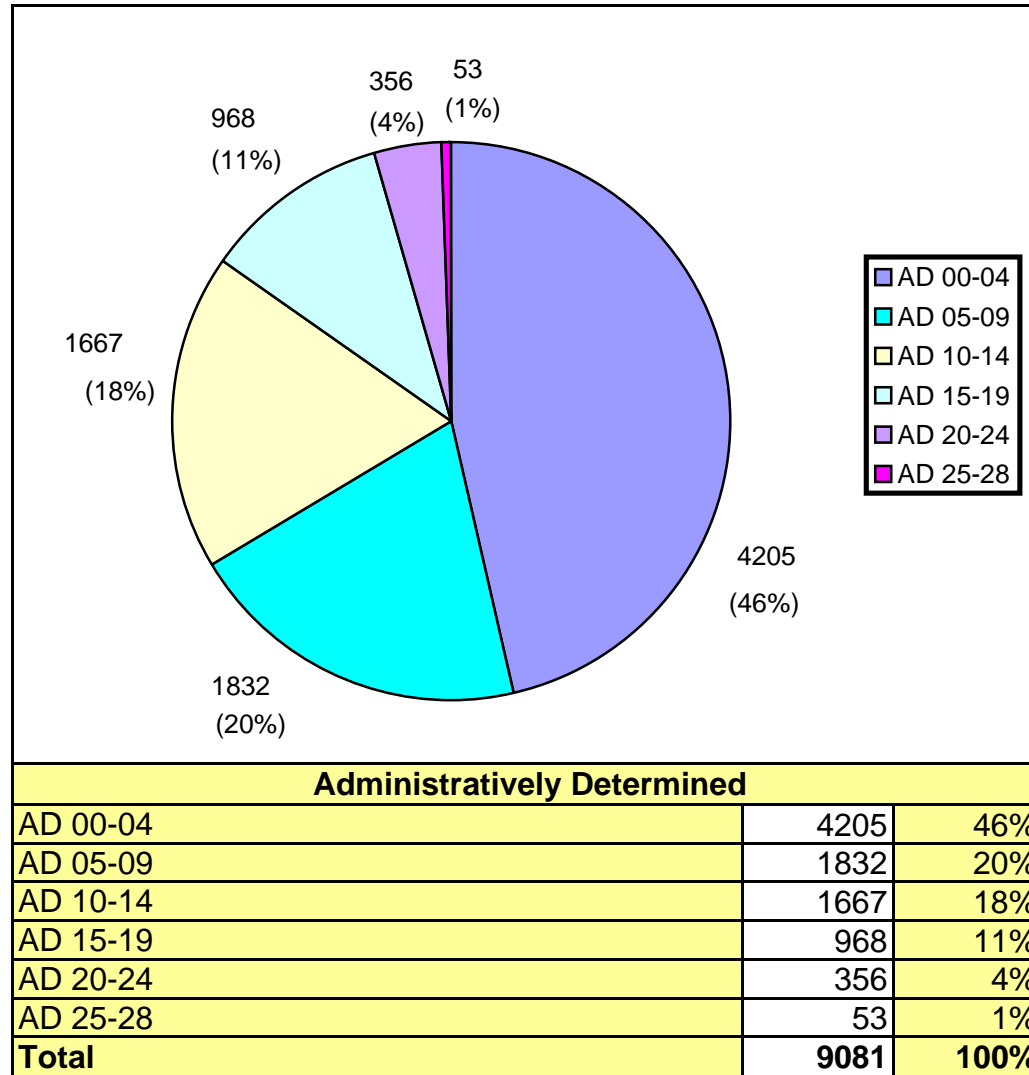
**Gender**  
**Executive Service and Executive Pay**



**Gender**

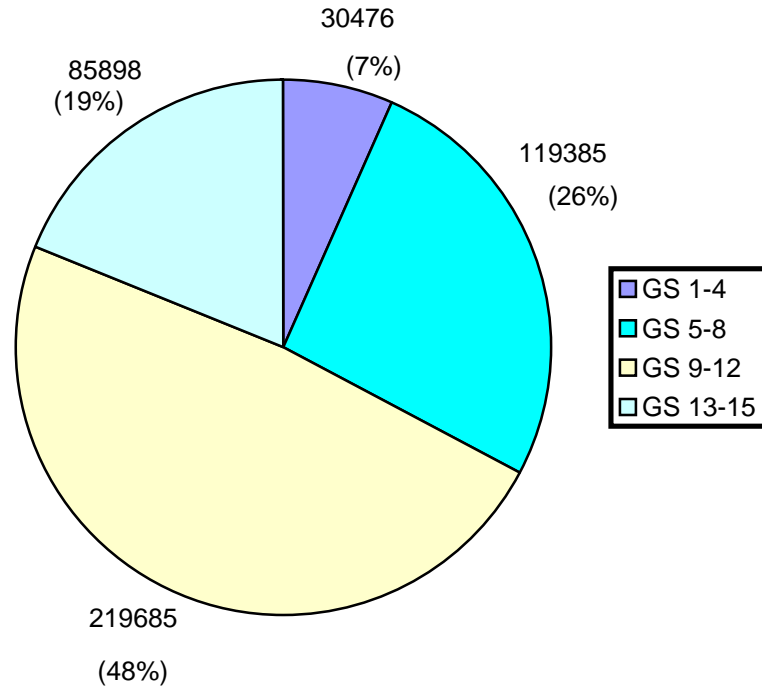
Female	255	20%
Male	1001	80%
<b>Total</b>	<b>1256</b>	<b>100%</b>

## Administratively Determined (Appropriated Fund/White Collar)



## General Schedule and Lab/Demonstration Projects (Appropriated Fund/White Collar)

### GS and Equivalent

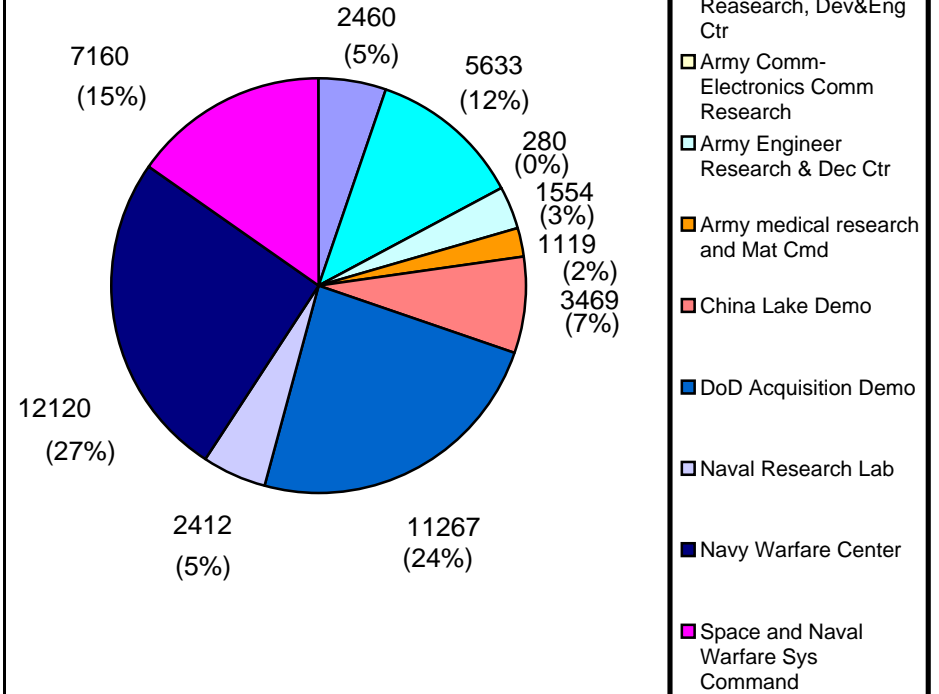


#### GS and Equivalent\*

GS 1-4	30476	7%
GS 5-8	119385	26%
GS 9-12	219685	48%
GS 13-15	85898	19%
<b>Total</b>	<b>454444</b>	<b>100%</b>

\*Includes GS, GM and GG Pay Plans

### Lab/Demos

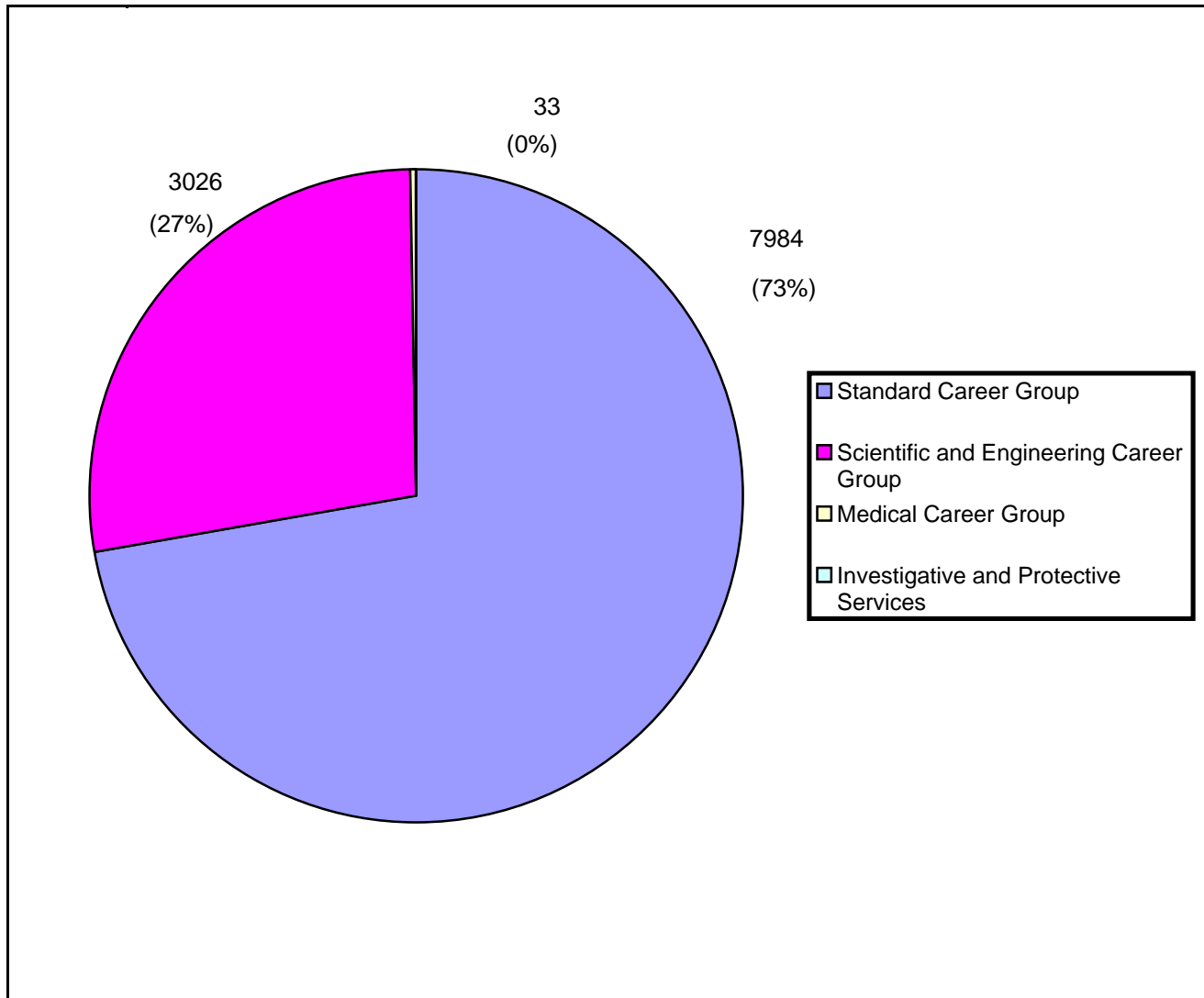


#### Lab/Demos

Air Force Research Lab	2460	5%
Army Aviation Research, Dev&Eng Ctr	5633	12%
Army Comm-Electronics Comm Research	*280	0%
Army Engineer Research & Dev Ctr	1554	3%
Army Medical Research and Mat Cmd	1119	2%
China Lake Demo	3469	7%
DoD Acquisition Demo	11267	24%
Naval Research Lab	2412	5%
Navy Warfare Center	12120	27%
Space and Naval Warfare Sys. Command	7160	15%
<b>Total</b>	<b>47474</b>	<b>100%</b>

\*Some data shown in table are not provided in the chart above

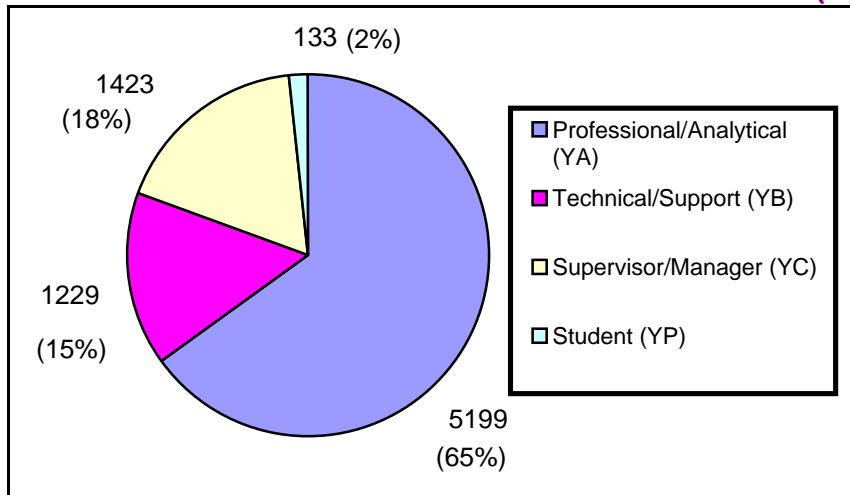
# National Security Personnel System (Appropriated Fund)



National Security Personnel System		
Standard Career Group (YA, YB, YC, YP Pay Plans)	7984	73%
Scientific and Engineering Career Group (YD, YE, YF Pay Plans)	3026	27%
Medical Career Group (YG, YH, YI, YJ Pay Plans)	33	0%
Investigative and Protective Services (YK, YL, YM, YN Pay Plans)	*11	0%
<b>Total</b>	<b>11054</b>	<b>100%</b>

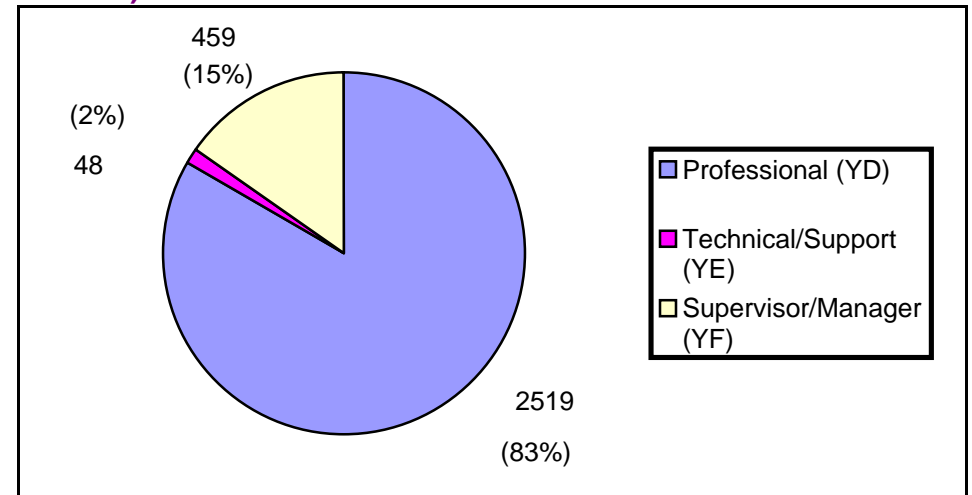
\*Some data in table are not provided in chart above because too small to be represented

# National Security Personnel System (Appropriated Fund)



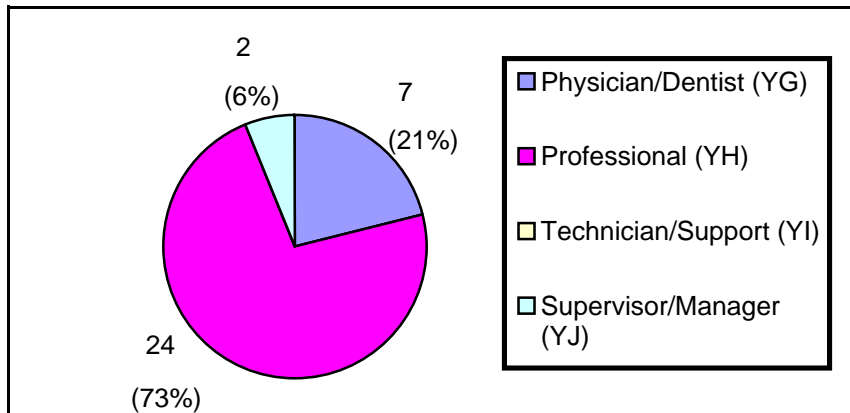
## Standard Career Group

Professional/Analytical (YA)	5199	65%
Technical/Support (YB)	1229	15%
Supervisor/Manager (YC)	1423	18%
Student (YP)	133	2%
<b>Total</b>	<b>7984</b>	<b>100%</b>



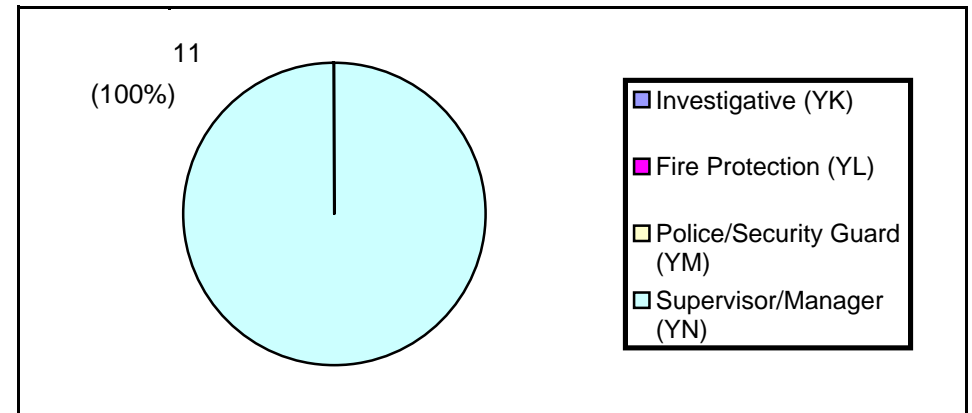
## Scientific and Engineering Career Group

Professional (YD)	2519	83%
Technical/Support (YE)	48	2%
Supervisor/Manager (YF)	459	15%
<b>Total</b>	<b>3026</b>	<b>100%</b>



## Medical Career Group

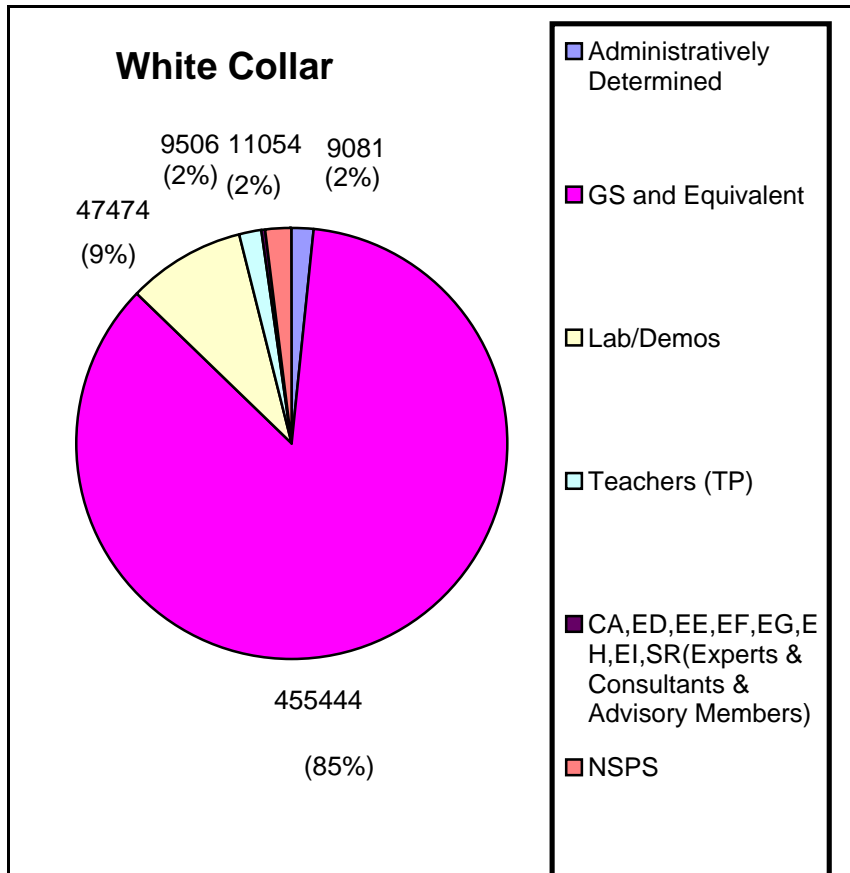
Physician/Dentist (YG)	7	21%
Professional (YH)	24	73%
Technician/Support (YI)	0	0%
Supervisor/Manager (YJ)	2	6%
<b>Total</b>	<b>33</b>	<b>100%</b>



## Investigative and Protective Services

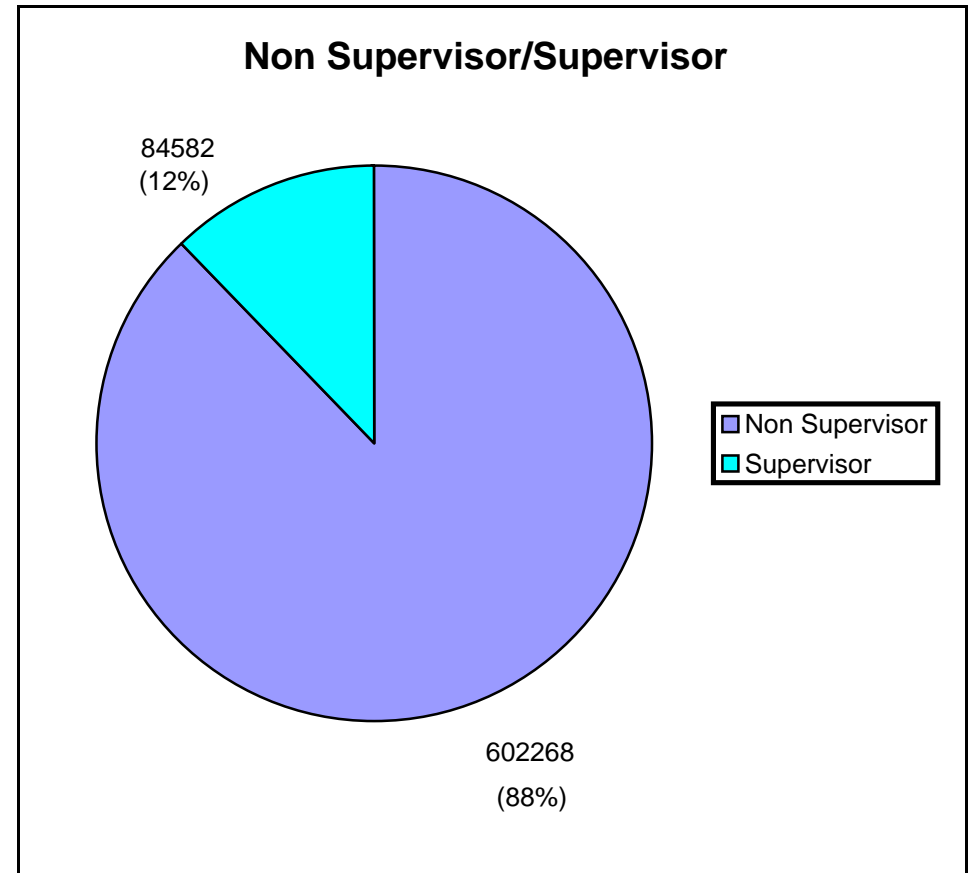
Investigative (YK)	0	0%
Fire Protection (YL)	0	0%
Police/Security Guard (YM)	0	0%
Supervisor/Manager (YN)	11	100%
<b>Total</b>	<b>11</b>	<b>100%</b>

## White Collar Employees (Appropriated Fund)



White Collar Employees		
Executive (ES,EX)	*1256	0%
IE,IP,SL,ST	*273	0%
Administratively Determined	9081	2%
GS and Equivalent	455444	87%
Lab/Demos	47474	9%
Teachers (TP)	9506	2%
CA,ED,EE,EF,EG,EH,EI,SR(Experts & Consultants & Advisory Members)	*678	0%
NSPS	11054	
<b>Total</b>	<b>534766</b>	<b>100%</b>

\*Some data shown in table are not provided in the chart above

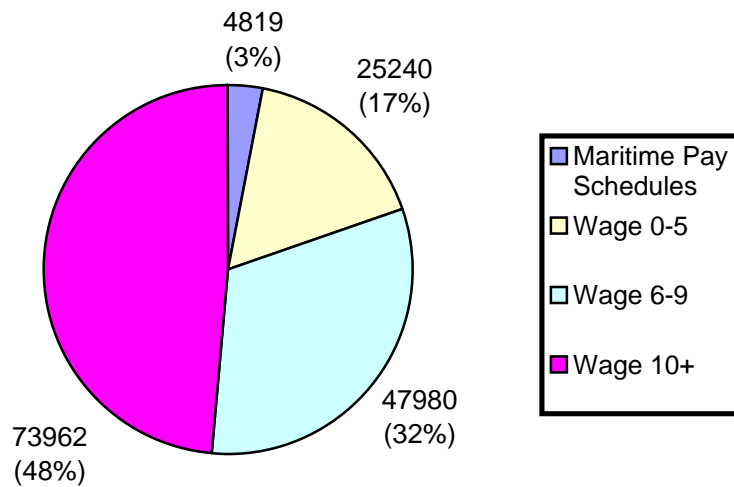


Non Supervisor/Supervisor		
Non Supervisor	602268	88%
Supervisor	84582	12%
<b>Total</b>	<b>686850</b>	<b>100%</b>



## Blue Collar Workforce (Appropriated Fund)

### All Blue Collar

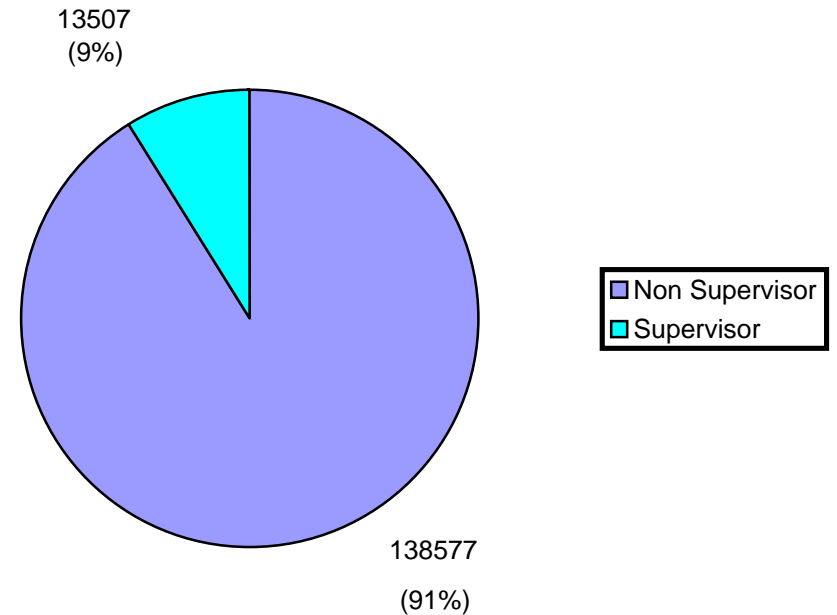


### Blue Collar Employees

Administratively Determined	*83	0%
Maritime Pay Schedules (WM)	4819	3%
WG/WL/WS 0-5 and Equivalent	25240	17%
WG/WL/WS 6-9 and Equivalent	47980	32%
WG/WL/WS 10+ and Equivalent	73962	48%
<b>Total</b>	<b>152084</b>	<b>100%</b>

\*Some data shown in table are not provided in the chart above

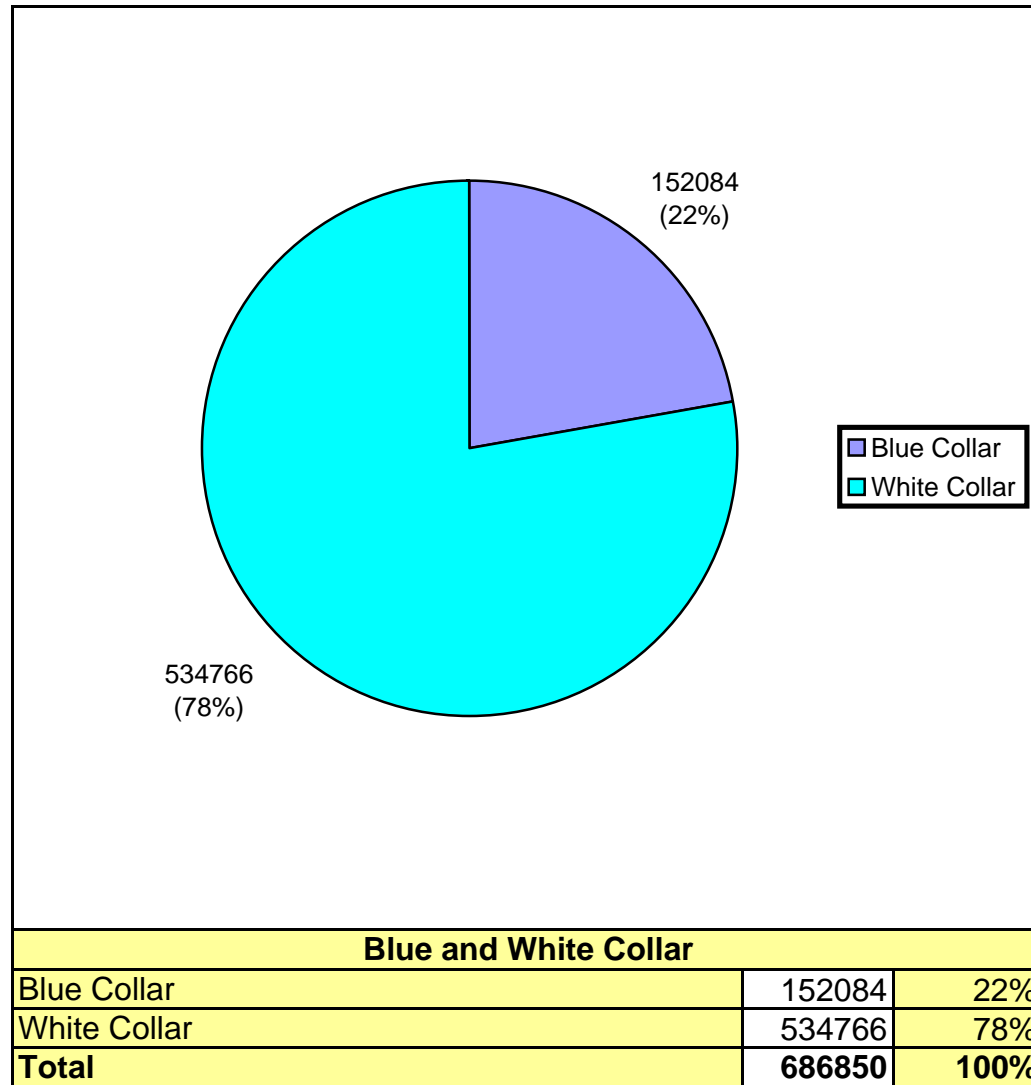
### Non Supervisor/Supervisors

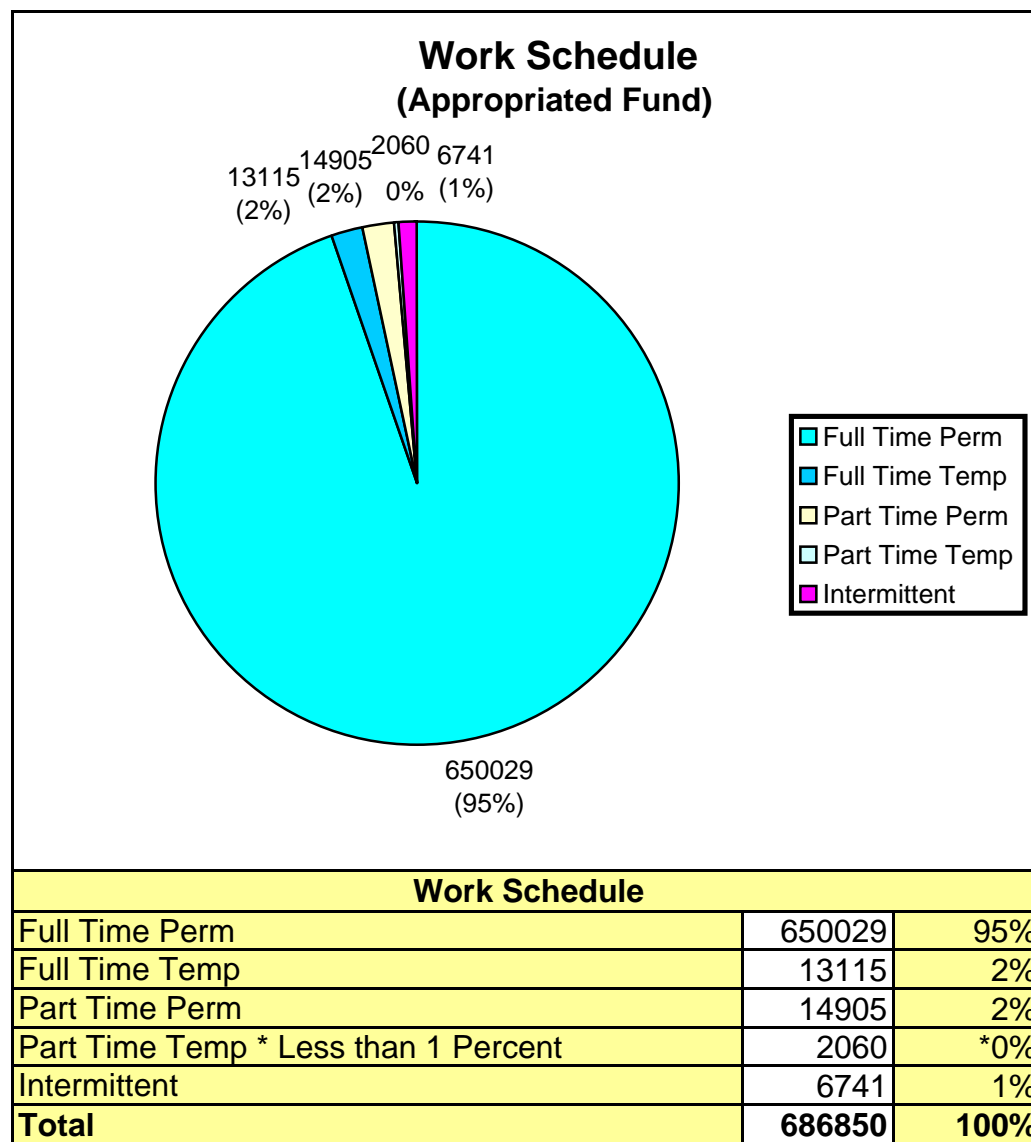


### Non Supervisor/Supervisor

Non Supervisor	138577	91%
Supervisor	13507	9%
<b>Total</b>	<b>152084</b>	<b>100%</b>

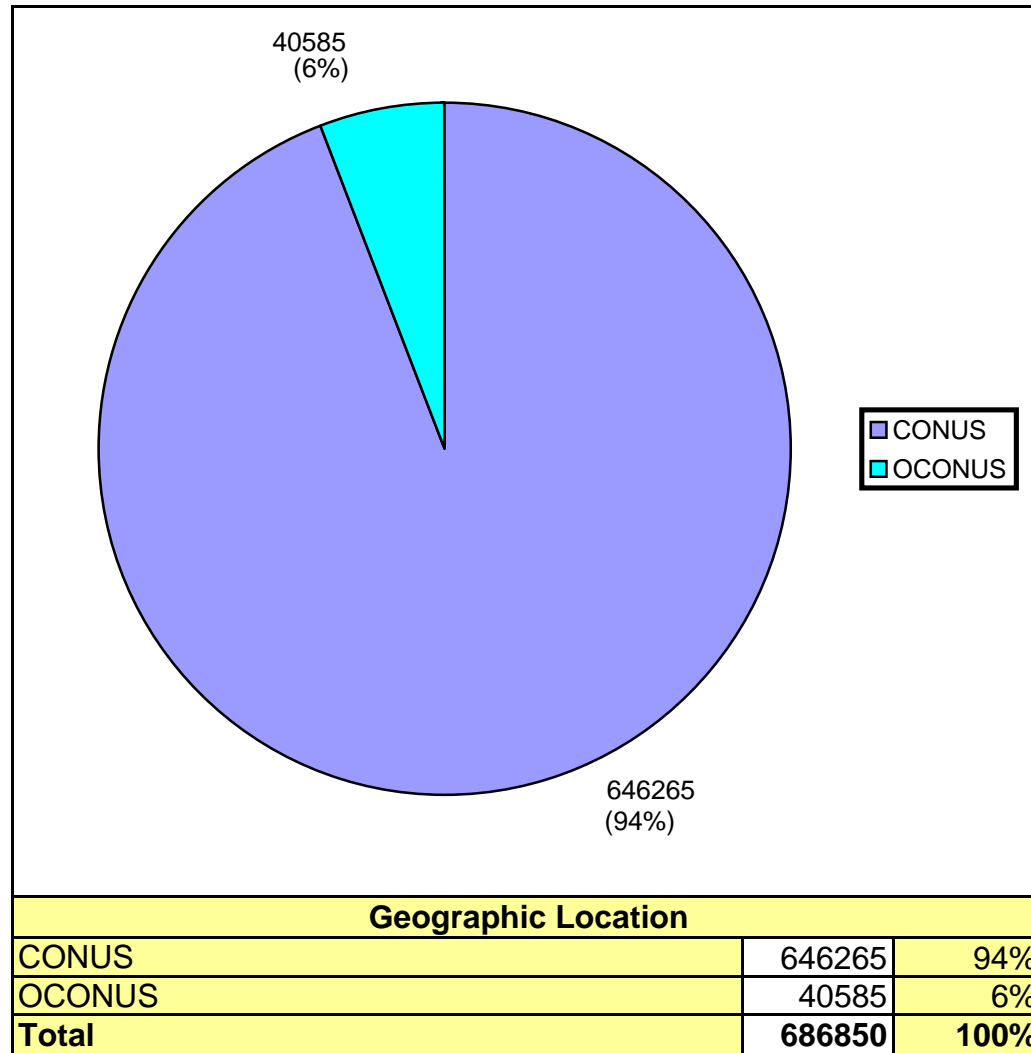
## Blue Collar vs White Collar (Appropriated Fund)

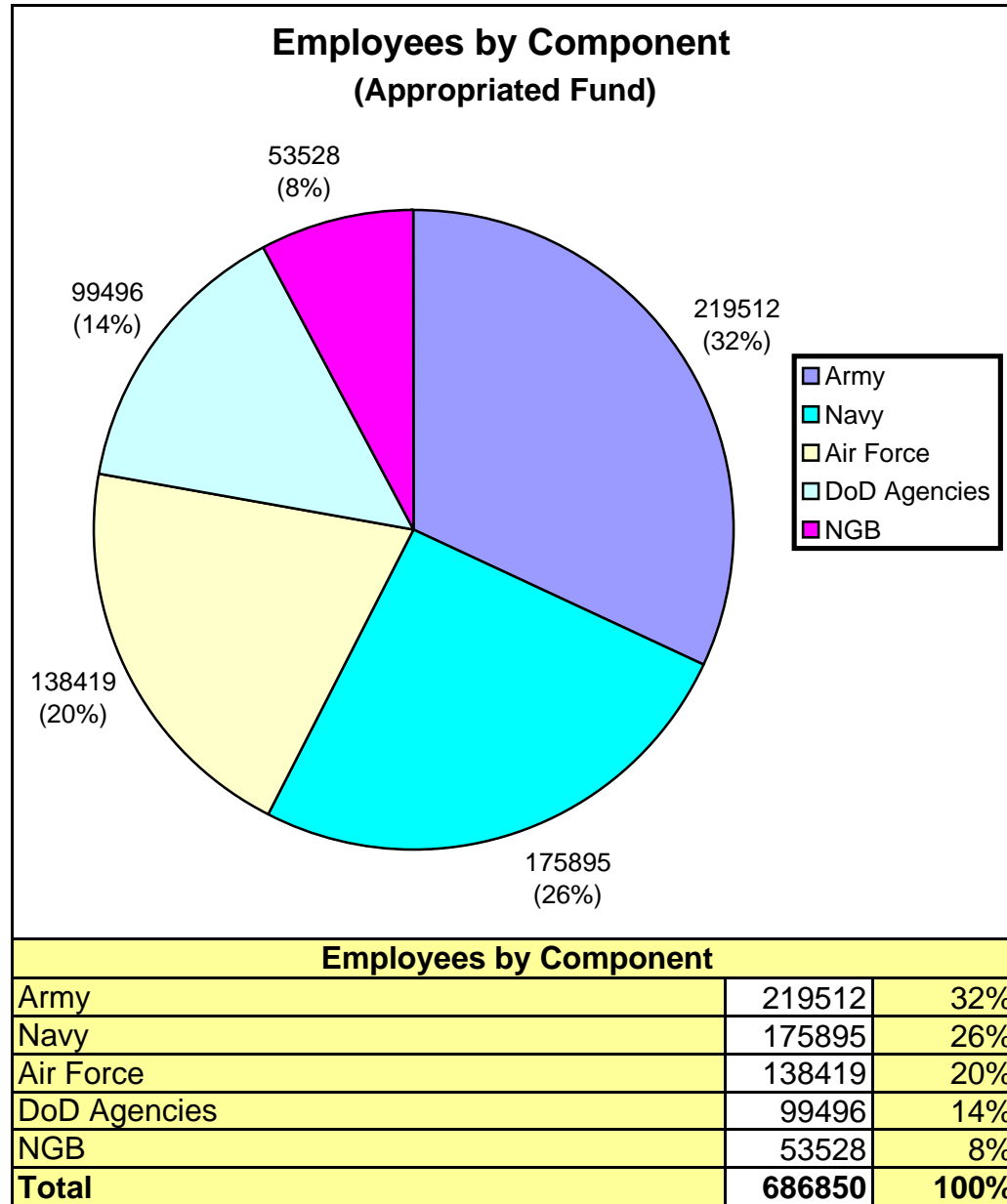




\*Some data shown in table are not provided in the chart above

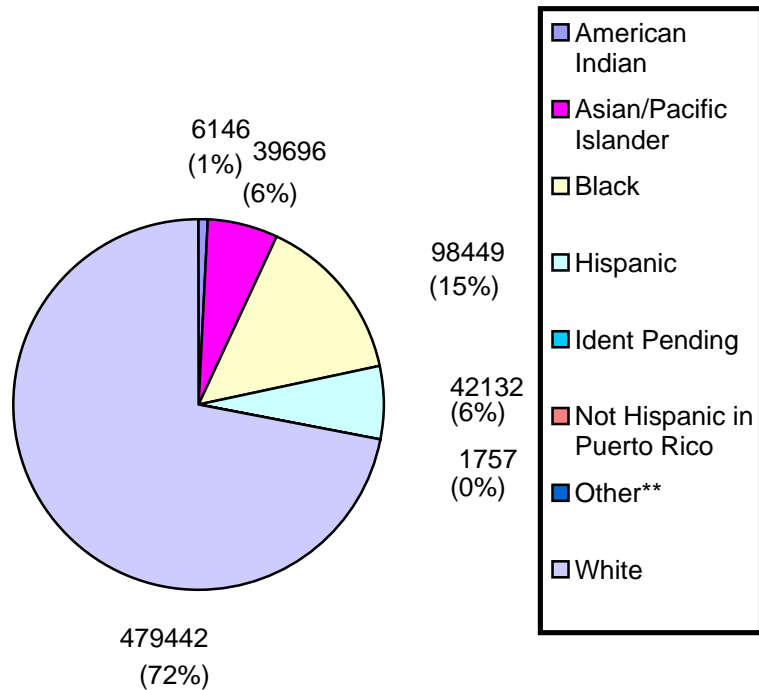
# CONUS vs OCONUS (Appropriated Fund)





## General Workforce Demographics (Appropriated Fund)

### RNO Designation



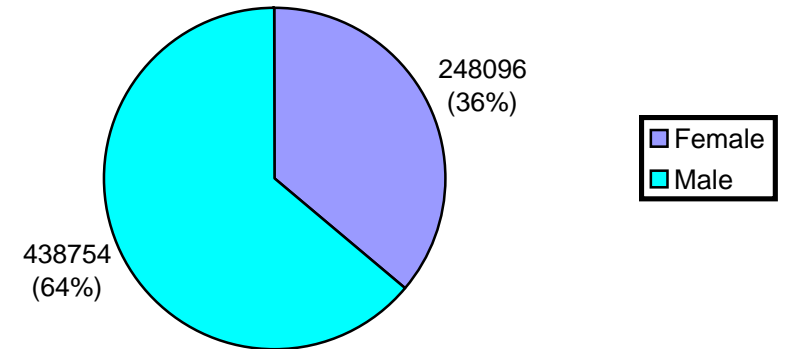
### RNO Designation

RNO Designation	Count	Percentage
American Indian	6146	1%
Asian/Pacific Islander	39696	6%
Black	98449	15%
Hispanic	42132	6%
Ident Pending	1757	0%
Not Hispanic in Puerto Rico	*196	0%
Other**	*19032	0%
White	479442	72%
<b>Total</b>	<b>686850</b>	<b>100%</b>

Other\*\* Data not reported by employee

\*Some data in table are not provided in chart above

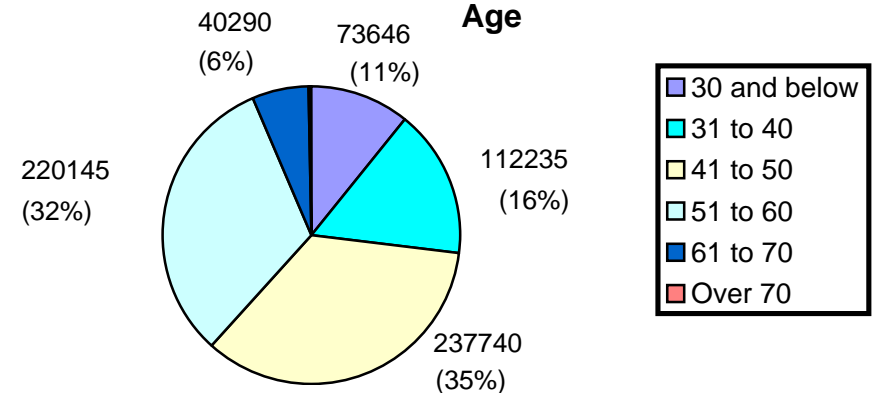
### Gender



### Gender

Female	248096	36%
Male	438754	64%
<b>Total</b>	<b>686850</b>	<b>100%</b>

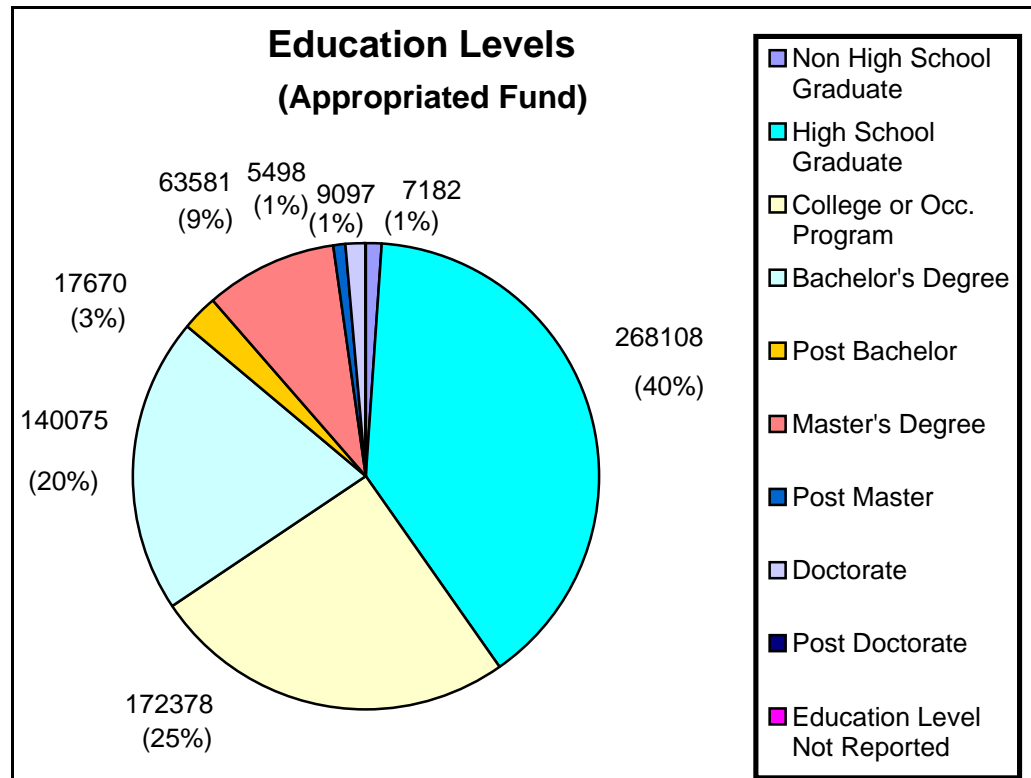
### Age



### Age

30 and below	73646	11%
31 to 40	112235	16%
41 to 50	237740	35%
51 to 60	220145	32%
61 to 70	40290	6%
Over 70	*2794	0%
<b>Total</b>	<b>686850</b>	<b>100%</b>

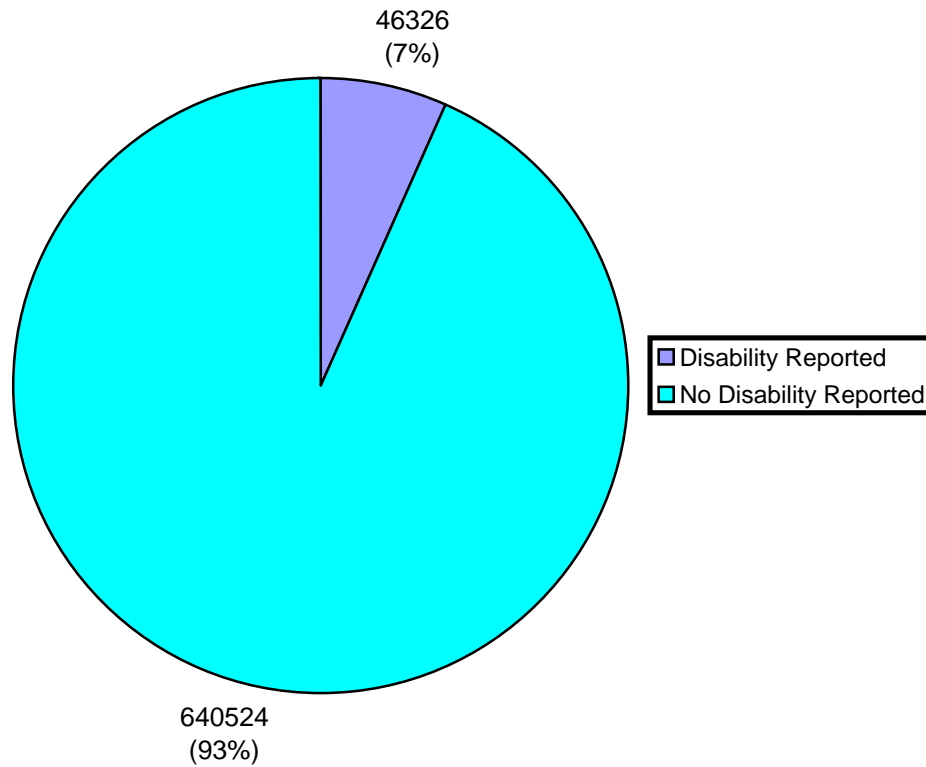
\*Some data in table are not provided in chart above



Education		
Non High School Graduate	7182	1%
High School Graduate	268108	40%
College or Occupational Program	172378	25%
Bachelor's Degree	140075	20%
Post Bachelor	17670	3%
Master's Degree	63581	9%
Post Master	5498	1%
Doctorate	9097	1%
Post Doctorate	*1206	0%
Education Level Not Reported	*2055	0%
<b>Total</b>	<b>686850</b>	<b>100%</b>

\*Some data in table are not provided in chart above

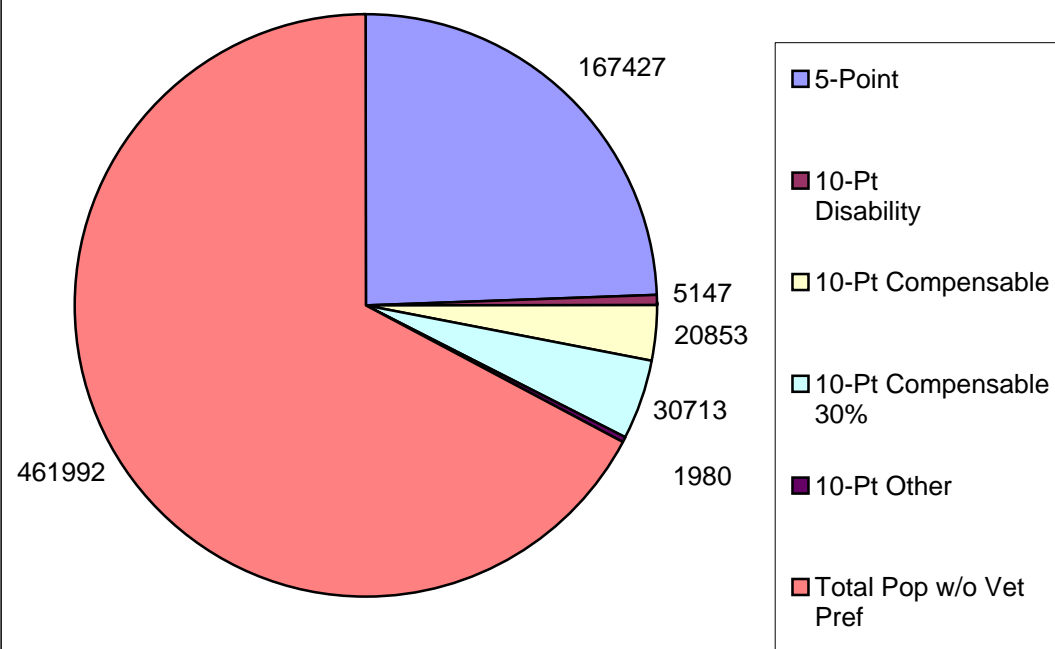
### Disabilities Reported (Appropriated Fund)



Disability/No Disability		
Disability Reported	46326	7%
No Disability Reported	640524	93%
<b>Total</b>	<b>686850</b>	<b>100%</b>



DoD Appropriated Fund



Note: (1) Data includes Appropriated Fund and Military Technicians records only. It excludes LNs, NAF, AGR.

(2) List of Values

5-Point: Veteran is entitled to 5-point preference

10-Point/Disability: Veteran is entitled to 10-point preference due to a service-connected disability but receives no compensation

10-Point/Compensable: Veteran is entitled to 10-point preference due to a service-connected disability of less than 30 percent but receives compensation

10-Point/Compensable/30 Percent: Veteran is entitled to 10-point preference due to a service-connected disability of 30 percent or more that entitles vet to compensation

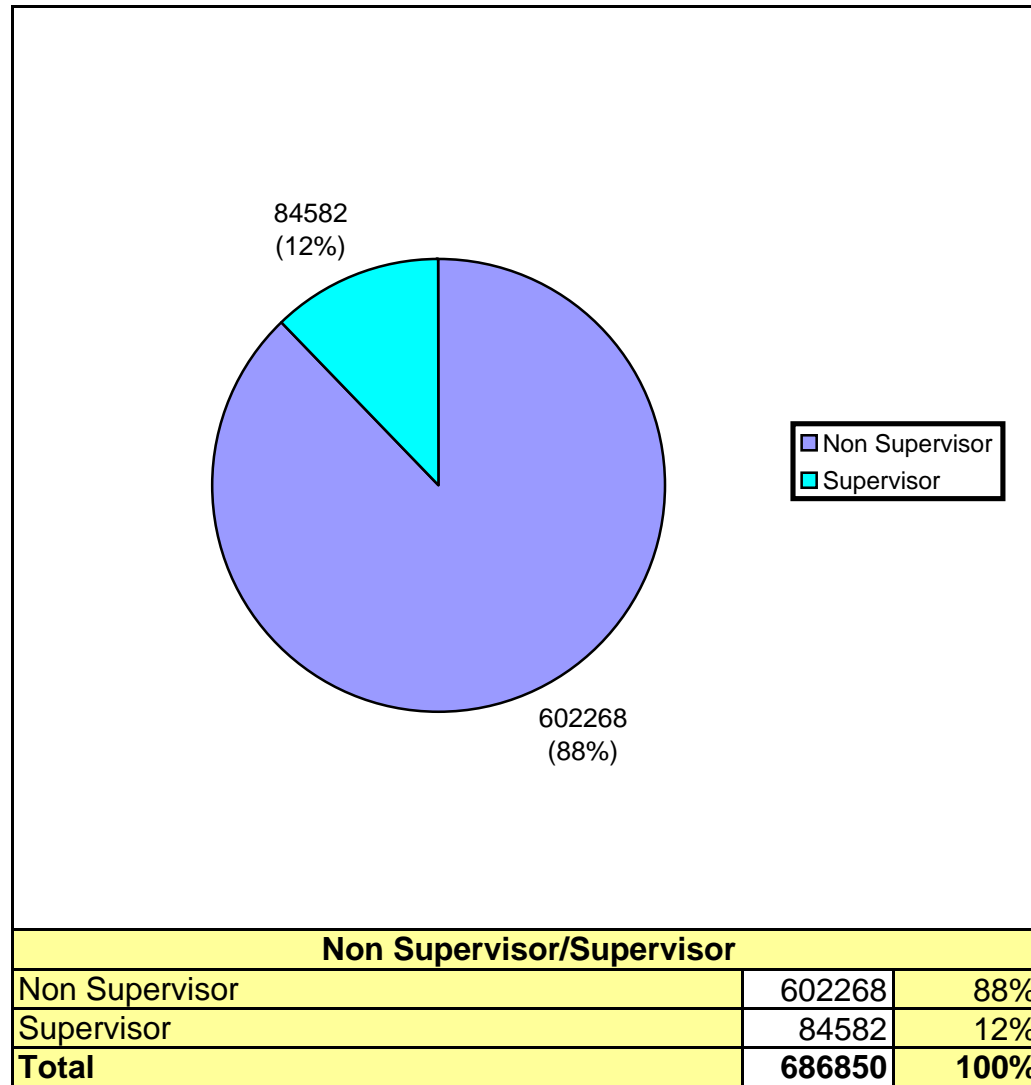
10-Point/Other: Other person entitled to 10-point preference: (1) Both the spouse and mother of veterans occupationally disabled because of a service-connected disability; and/or (2) the widow/widower and mother of a deceased wartime veteran

Veterans' Preference by Component as of May 31, 2006

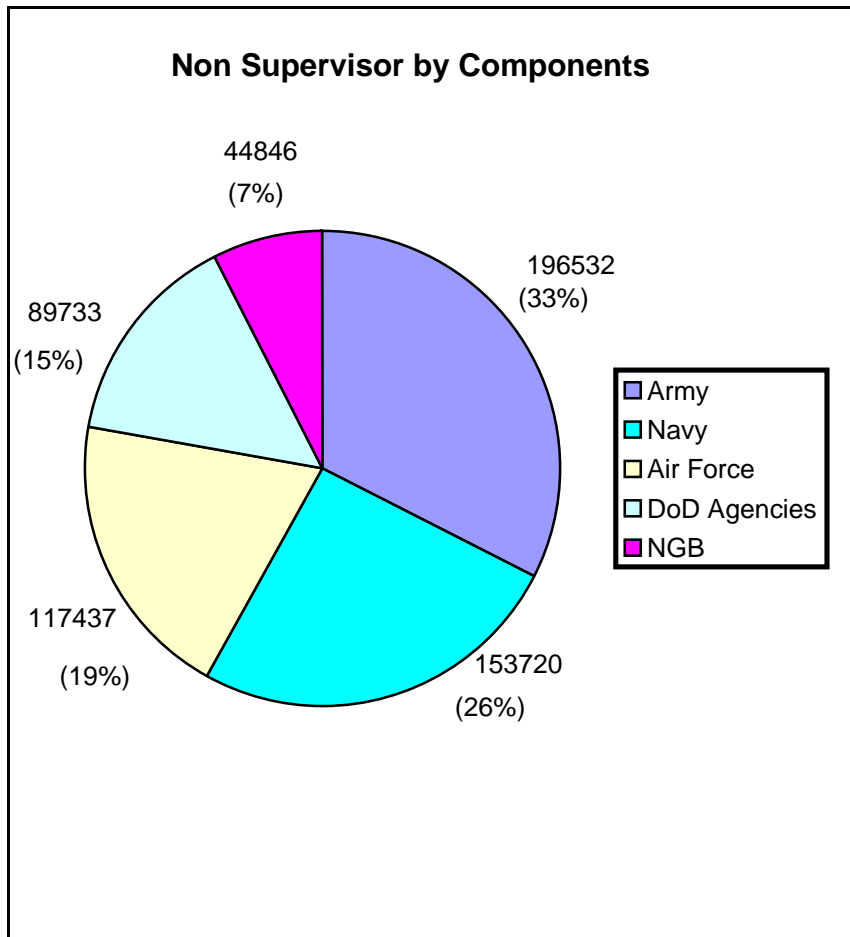
	5-Point	% of Total for Component	10-Pt Disability	% of Total for Component	10-Pt Compensable	% of Total for Component	10-Pt Compensable 30%	% of Total for Component	10-Pt Other	% of Total for Component	Total Vets with Pref	% of Total for Component	Total Pop w/o Vet Pref	% of Total for Component	Total DoD Civ	Total % DoD Civ
Air Force	44433	32.10%	1158	0.84%	6086	4.40%	8328	6.02%	409	0.30%	60414	43.65%	78005	56.35%	138419	20.15%
Army	57524	26.21%	2035	0.93%	8181	3.73%	13273	6.05%	732	0.33%	81745	37.24%	137767	62.76%	219512	31.96%
DoD Agencies	18377	18.47%	666	0.67%	2178	2.19%	3179	3.20%	416	0.42%	24816	24.94%	74680	75.06%	99496	14.49%
Natl Guard	21	0.04%	1	*	2	*	0	*	0	*	24	0.04%	53504	99.96%	53528	7.79%
Navy	47072	26.76%	1287	0.73%	4406	2.50%	5933	3.37%	423	0.24%	59121	33.61%	116774	66.39%	175895	25.61%
Grand Total	167427	24.35%	5147	0.75%	20853	3.04%	30713	4.47%	1980	0.29%	224858	32.74%	461992	67.26%	686850	100%

\* Percentage is greater than two decimals, insignificant for comparing purposes

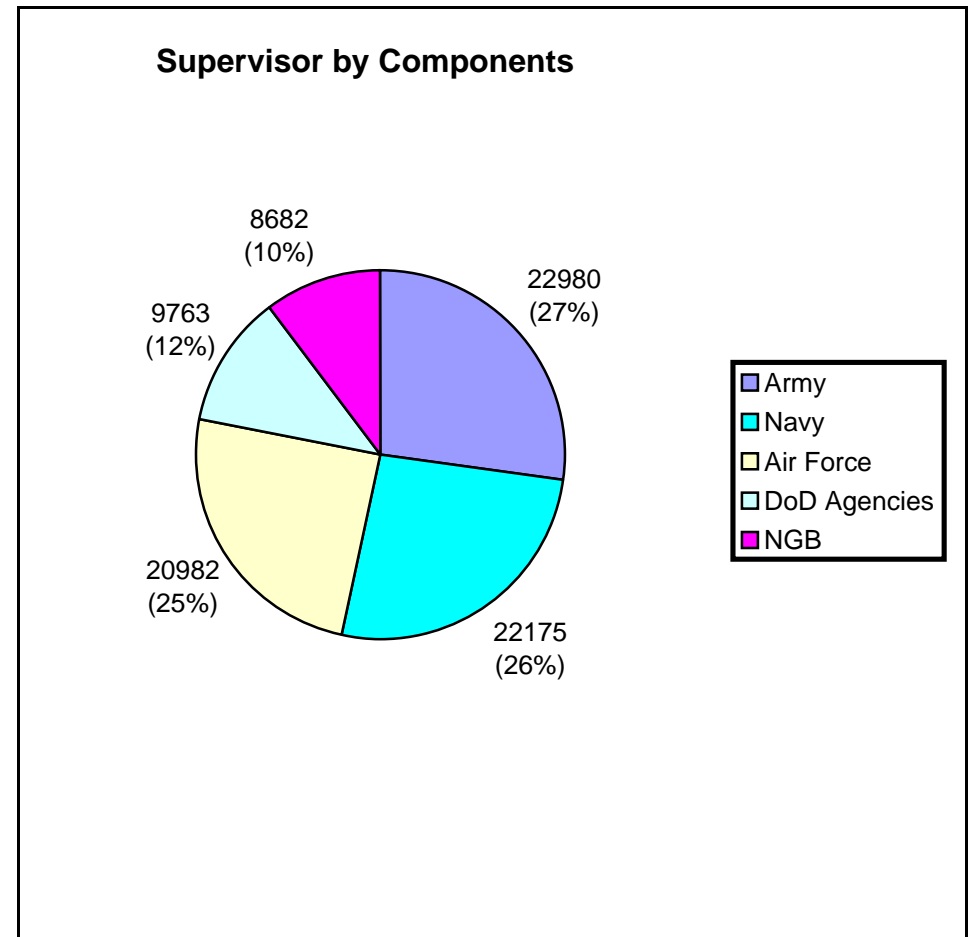
## Supervisor to Employee Ratio - Total Workforce (Appropriated Fund)



## Non Supervisor/ Supervisor by Components (Appropriated Fund)



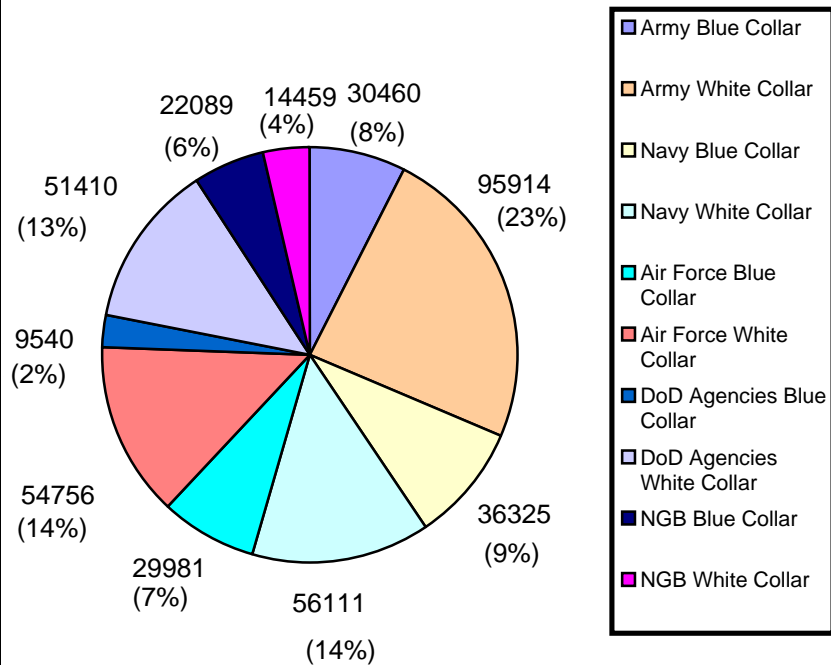
Non Supervisory Status		
Army	196532	33%
Navy	153720	26%
Air Force	117437	19%
DoD Agencies	89733	15%
NGB	44846	7%
<b>Total</b>	<b>602268</b>	<b>100%</b>



Supervisory Status		
Army	22980	27%
Navy	22175	26%
Air Force	20982	25%
DoD Agencies	9763	12%
NGB	8682	10%
<b>Total</b>	<b>84582</b>	<b>100%</b>

## Bargaining vs Non Bargaining (Appropriated Fund)

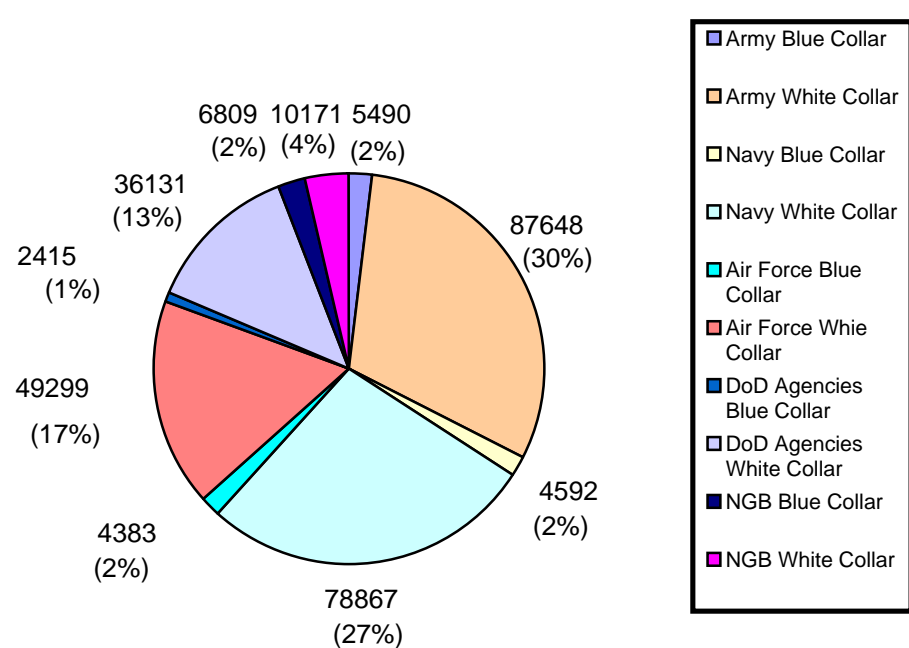
### Bargaining Unit Employees



### Bargaining Unit

Army Blue Collar	30460	8%
Army White Collar	95914	23%
Navy Blue Collar	36325	9%
Navy White Collar	56111	14%
Air Force Blue Collar	29981	7%
Air Force White Collar	54756	14%
DoD Agencies Blue Collar	9540	2%
DoD Agencies White Collar	51410	13%
NGB Blue Collar	22089	6%
NGB White Collar	14459	4%
<b>Total</b>	<b>401045</b>	<b>100%</b>

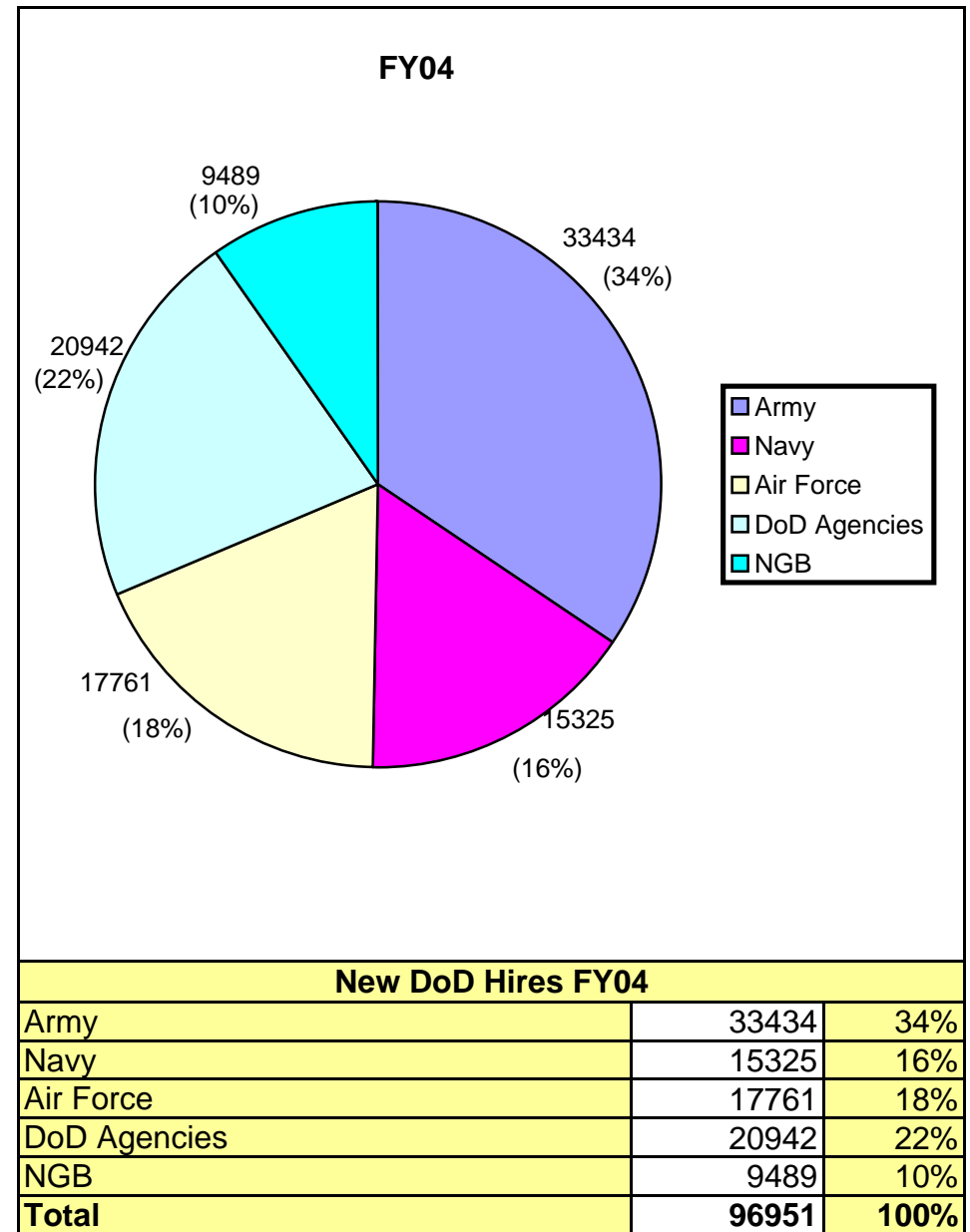
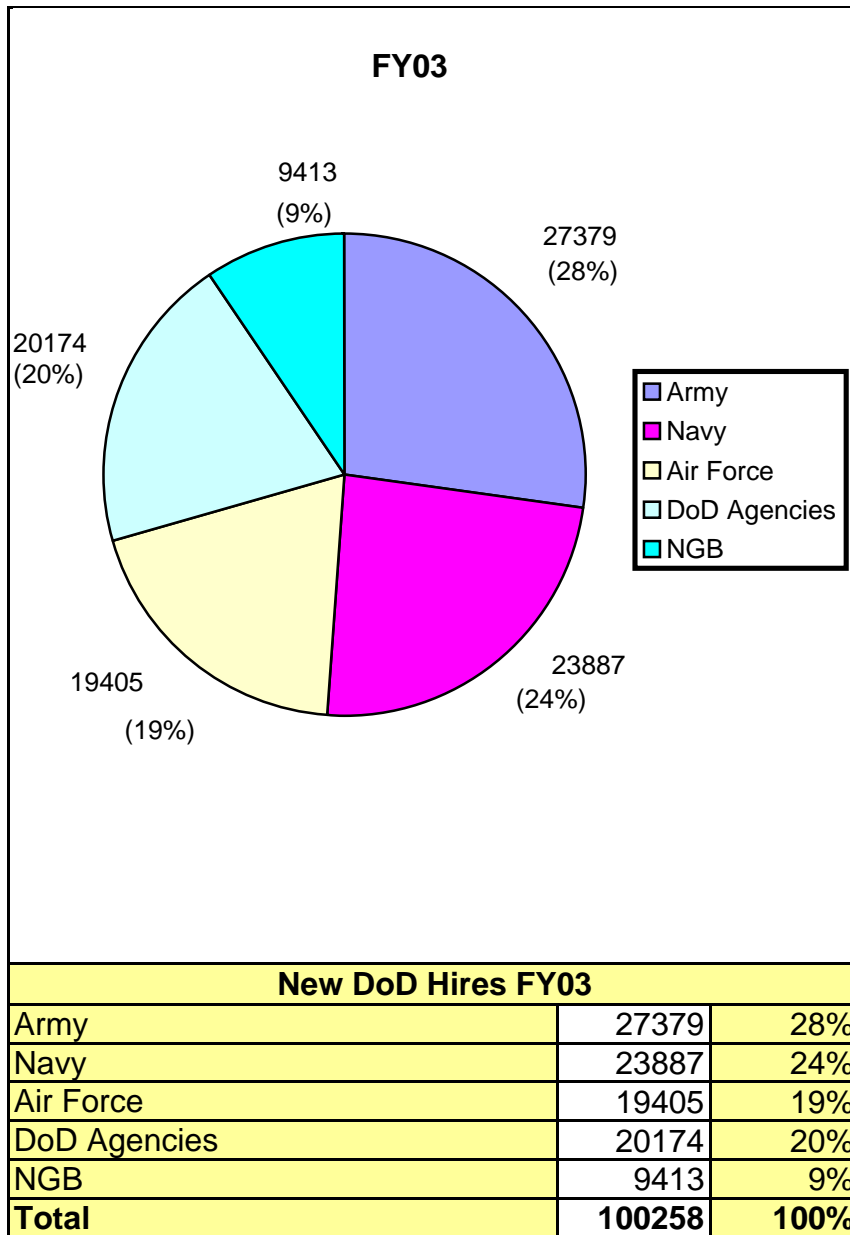
### Non Bargaining Unit Employees



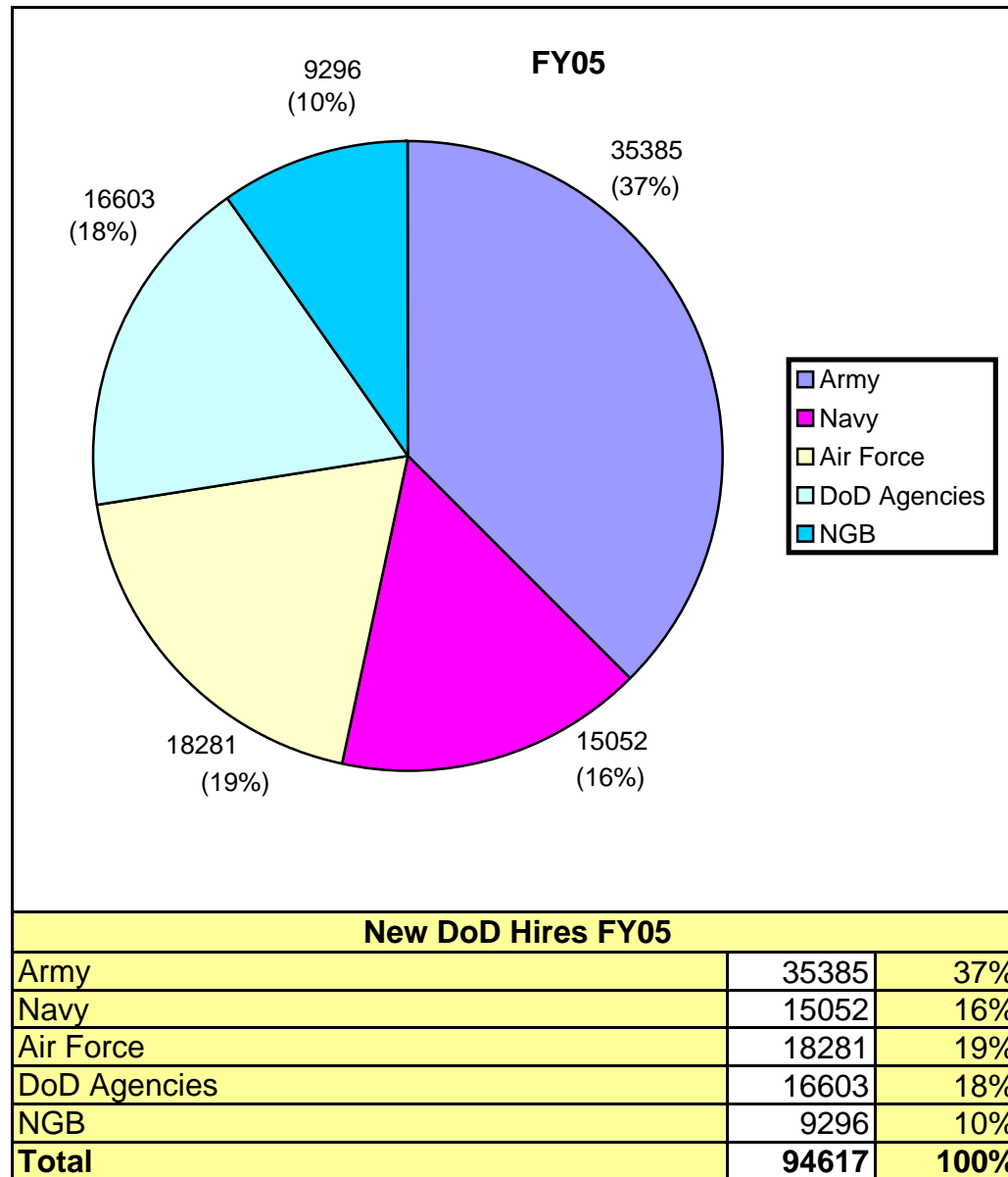
### Non Bargaining Unit

Army Blue Collar	5490	2%
Army White Collar	87648	30%
Navy Blue Collar	4592	2%
Navy White Collar	78867	27%
Air Force Blue Collar	4383	2%
Air Force White Collar	49299	17%
DoD Agencies Blue Collar	2415	1%
DoD Agencies White Collar	36131	13%
NGB Blue Collar	6809	2%
NGB White Collar	10171	4%
<b>Total</b>	<b>285805</b>	<b>100%</b>

## New Hires (Appropriated Fund)

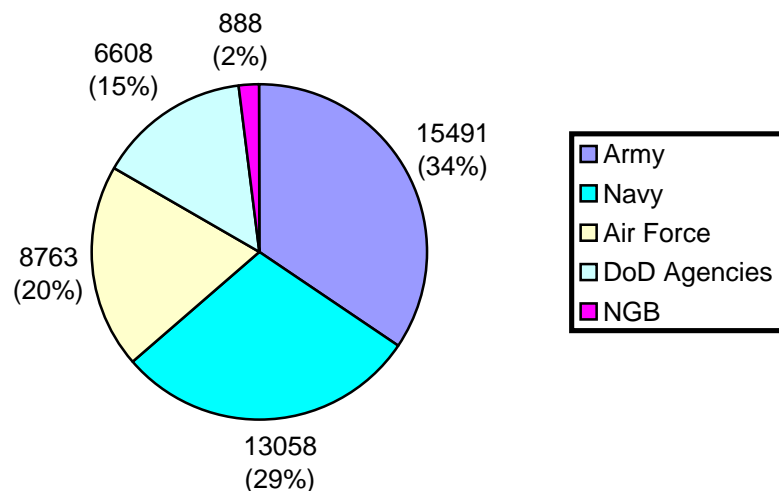


## New Hires (Appropriated Fund)



## CSRS Retirement Eligibility (Appropriated Fund)

**CSRS 2006**

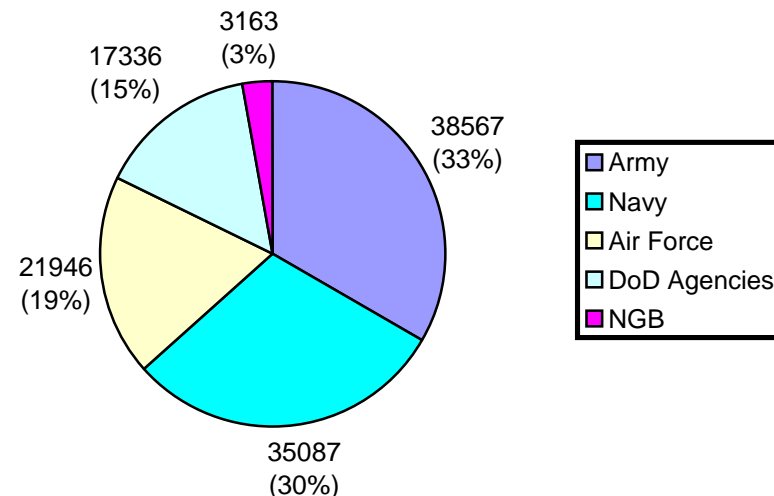


% in chart represent % compared to total eligible for retirement

**CSRS Retirement Eligibility as of May 2006**

Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component
Army	219,512	53,090	15,491	29%
Navy	175,895	50,766	13,058	26%
Air Force	138,419	31,910	8,763	27%
DoD Agencies	99,496	24,204	6,608	27%
NGB	53,528	4,472	888	20%
<b>Grand Total</b>	<b>686,850</b>	<b>164,442</b>	<b>44,808</b>	<b>27%</b>

**CSRS 2011**

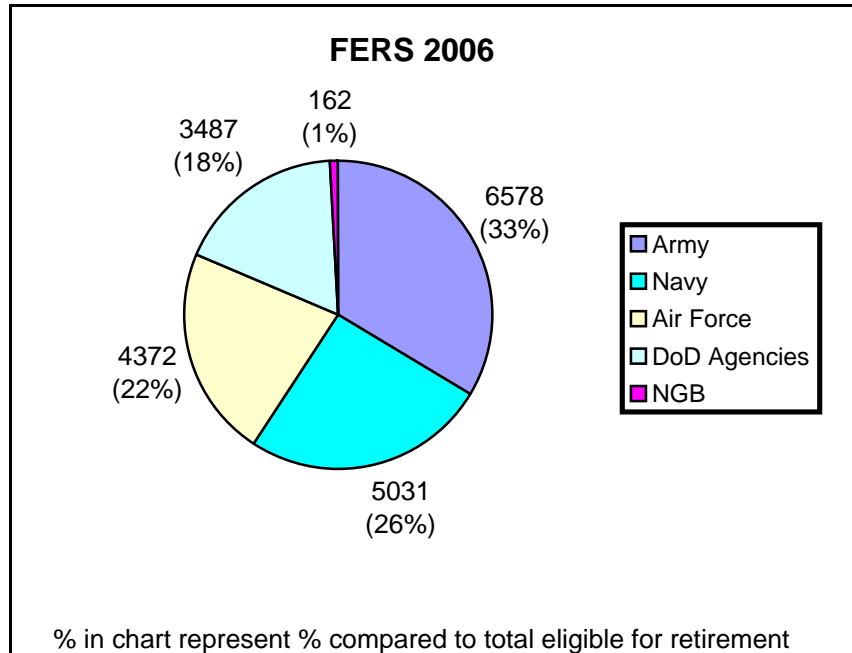


% in chart represent % compared to total eligible for retirement

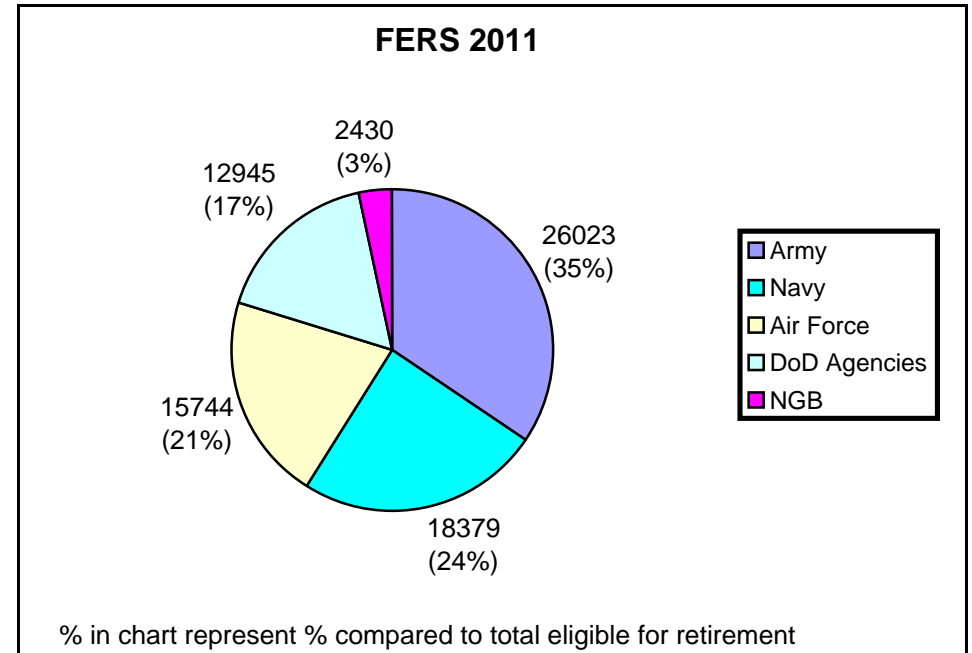
**CSRS Retirement Eligibility as of May 2011**

Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component
Army	219,512	53,090	38,567	73%
Navy	175,895	50,766	35,087	69%
Air Force	138,419	31,910	21,946	69%
DoD Agencies	99,496	24,204	17,336	72%
NGB	53,528	4,472	3,163	70%
<b>Grand Total</b>	<b>686,850</b>	<b>164,442</b>	<b>116,099</b>	<b>71%</b>

## FERS Retirement Eligibility (Appropriated Fund)



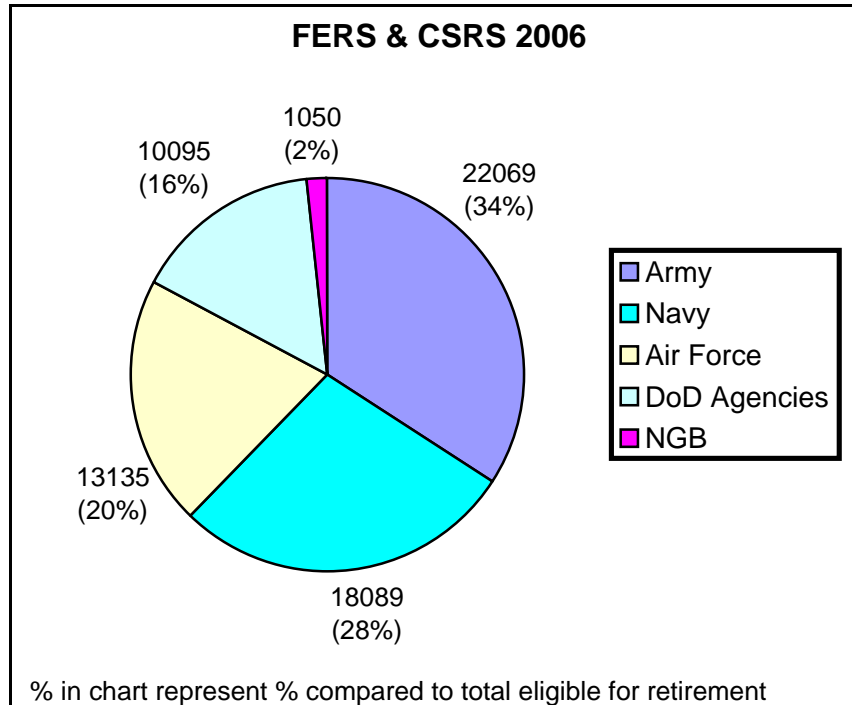
FERS Retirement Eligibility as of May 2006				
Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component
Army	219,512	158,682	6,578	4%
Navy	175,895	122,857	5,031	4%
Air Force	138,419	102,327	4,372	4%
DoD Agencies	99,496	66,555	3,487	5%
NGB	53,528	46,234	162	0%
<b>Grand Total</b>	<b>686,850</b>	<b>496,655</b>	<b>19,630</b>	<b>4%</b>



FERS Retirement Eligibility as of May 2011				
Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component
Army	219,512	158,682	26,023	16%
Navy	175,895	122,857	18,379	15%
Air Force	138,419	102,327	15,744	15%
DoD Agencies	99,496	66,555	12,945	19%
NGB	53,528	46,234	2,430	5%
<b>Grand Total</b>	<b>686,850</b>	<b>496,655</b>	<b>75,521</b>	<b>15%</b>

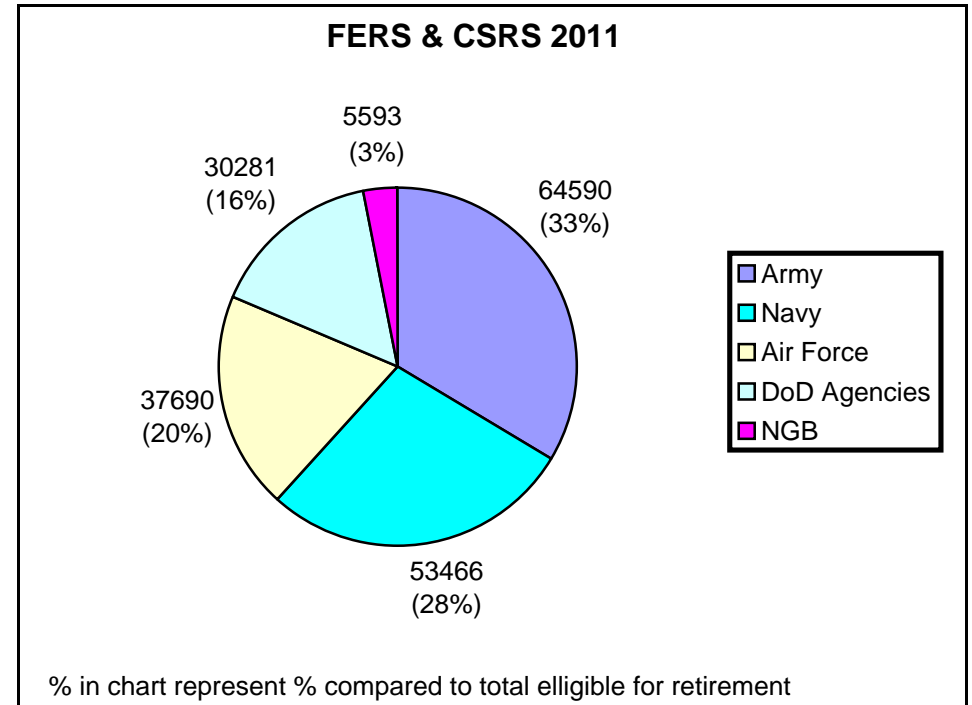


## CSRS & FERS Retirement Eligibility (Appropriated Fund)



**CSRS & FERS Retirement Eligibility as of May 2006**

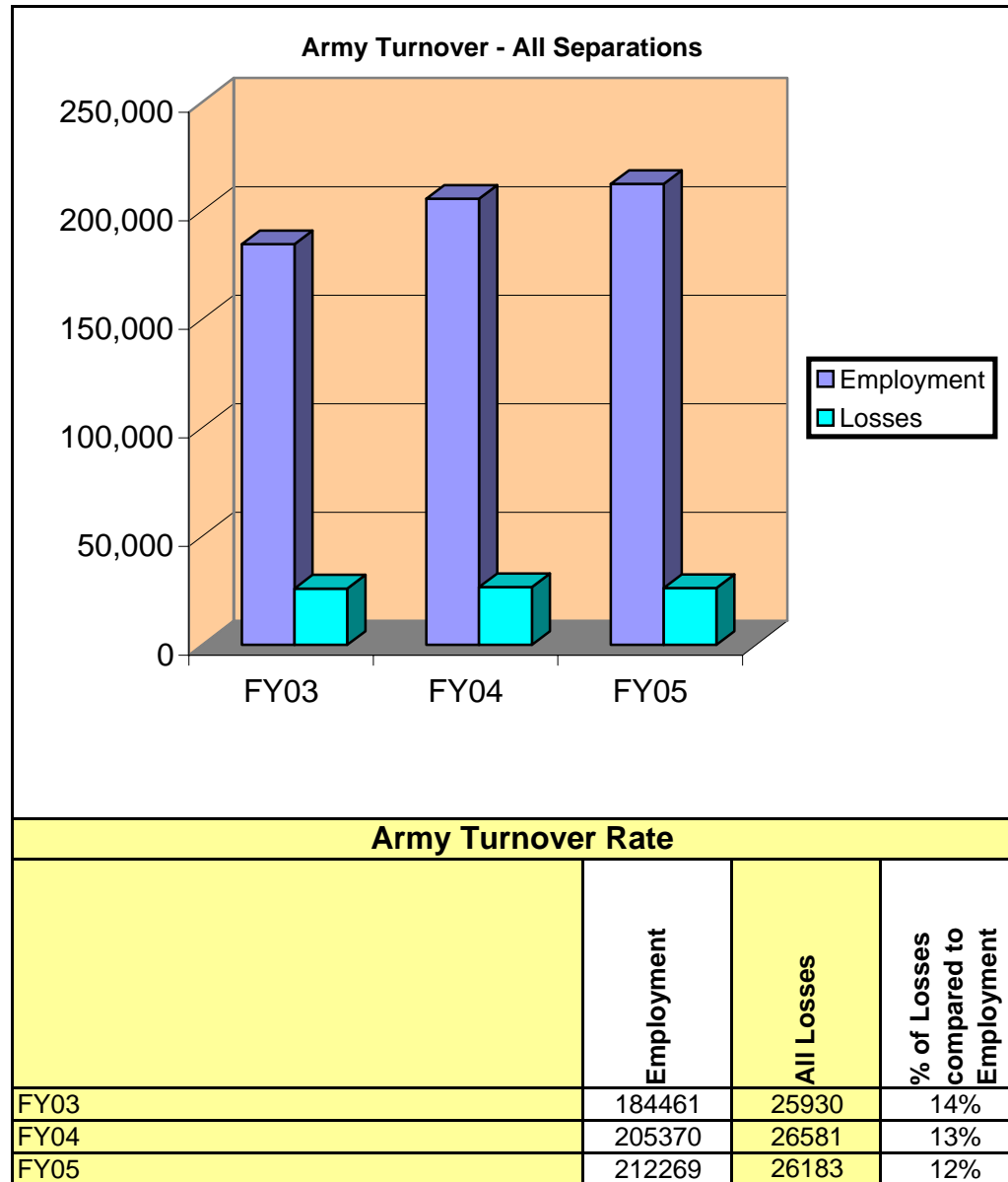
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component
Army	219,512	211,772	22,069	10%
Navy	175,895	173,623	18,089	10%
Air Force	138,419	134,237	13,135	10%
DoD Agencies	99,496	90,759	10,095	11%
NGB	53,528	50,706	1,050	2%
<b>Grand Total</b>	<b>686,850</b>	<b>661,097</b>	<b>64,438</b>	<b>10%</b>



**CSRS & FERS Retirement Eligibility as of May 2011**

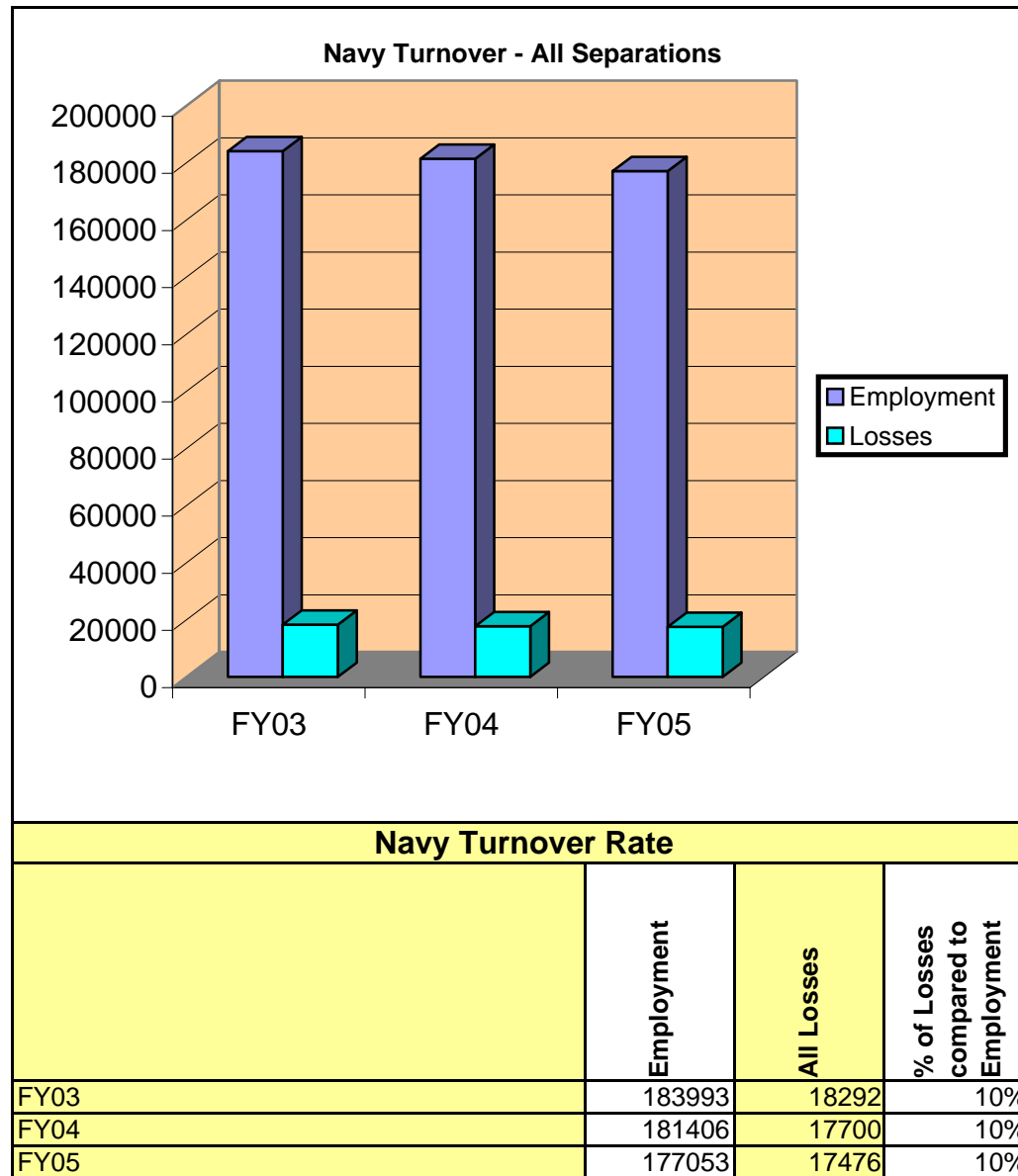
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component
Army	219,512	211,772	64,590	30%
Navy	175,895	173,623	53,466	31%
Air Force	138,419	134,237	37,690	28%
DoD Agencies	99,496	90,759	30,281	33%
NGB	53,528	50,706	5,593	11%
<b>Grand Total</b>	<b>686,850</b>	<b>661,097</b>	<b>191,620</b>	<b>29%</b>

## Army Turnover Rate\* (Appropriated Fund)



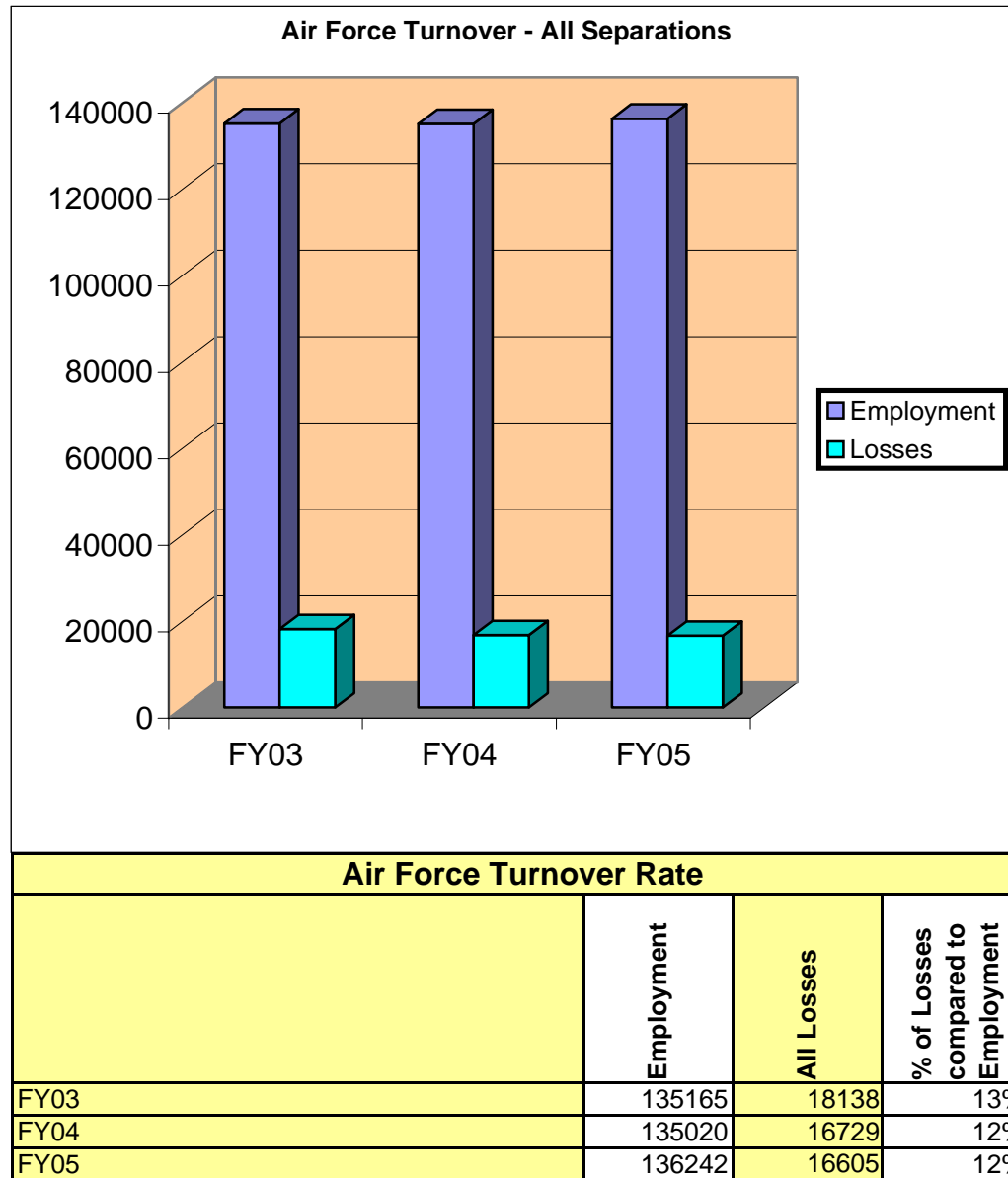
\*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## Navy Turnover Rate\* (Appropriated Fund)



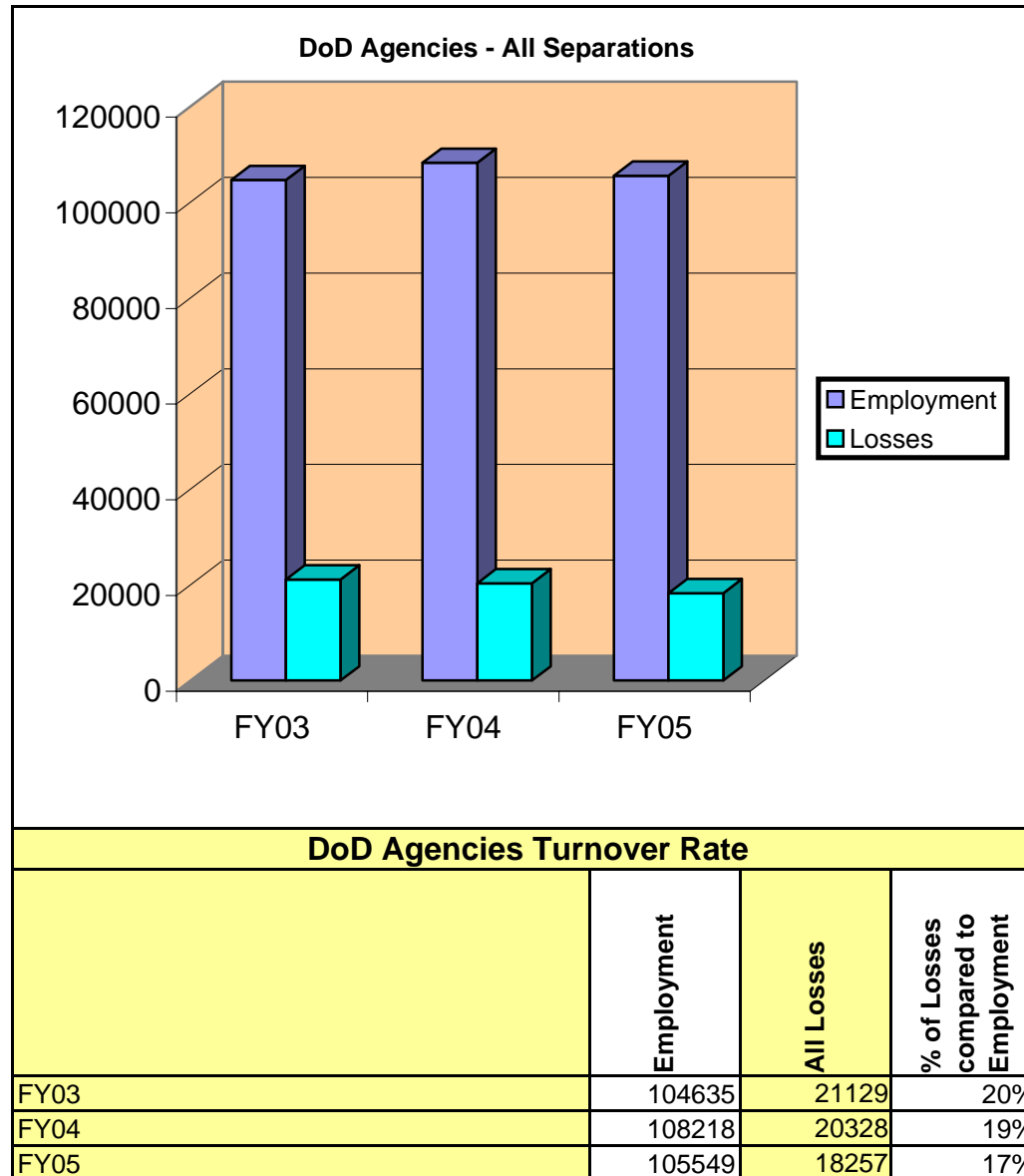
\*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## Air Force Turnover Rate\* (Appropriated Fund)



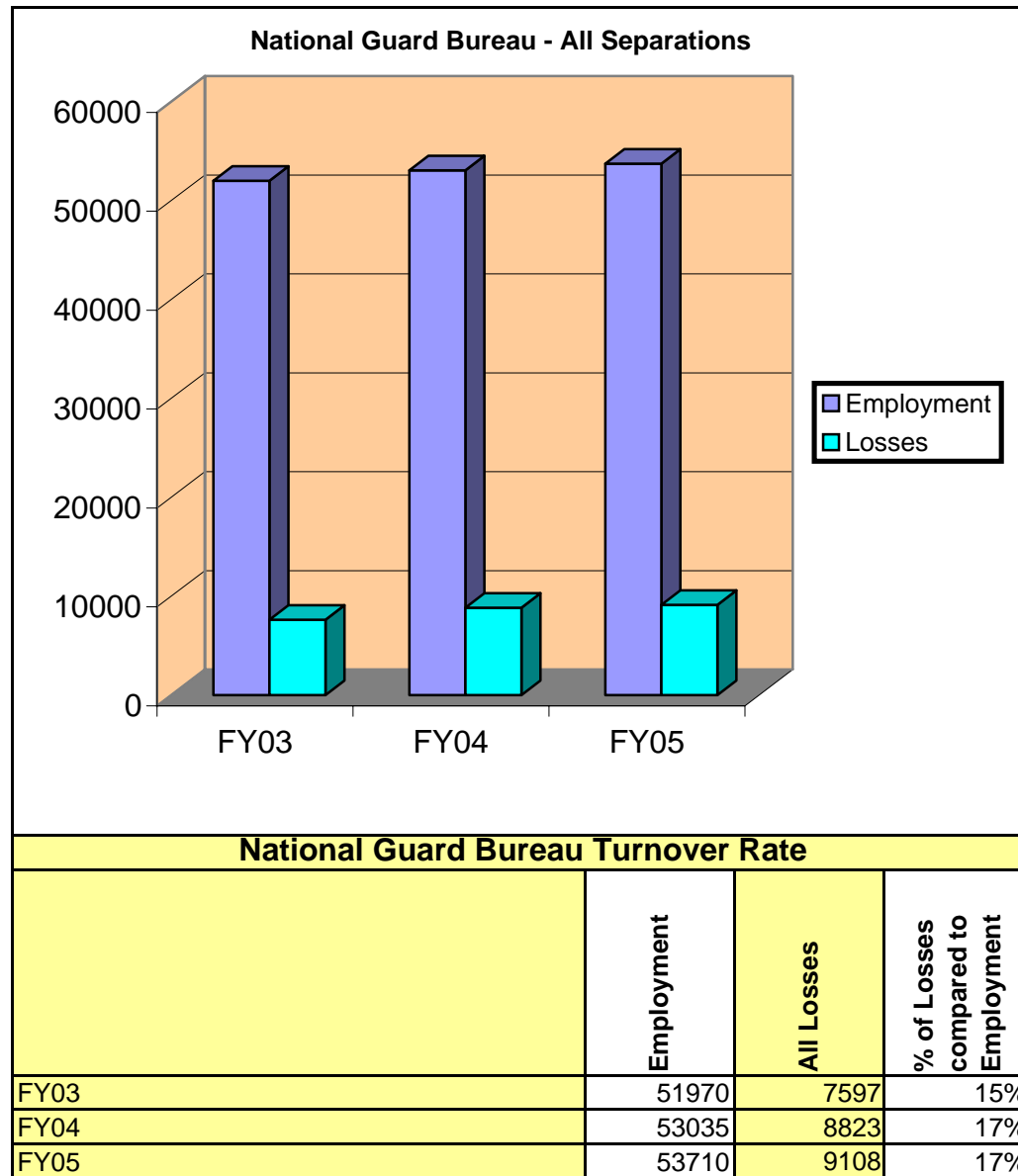
\*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## DoD Agencies Turnover Rate\* (Appropriated Fund)



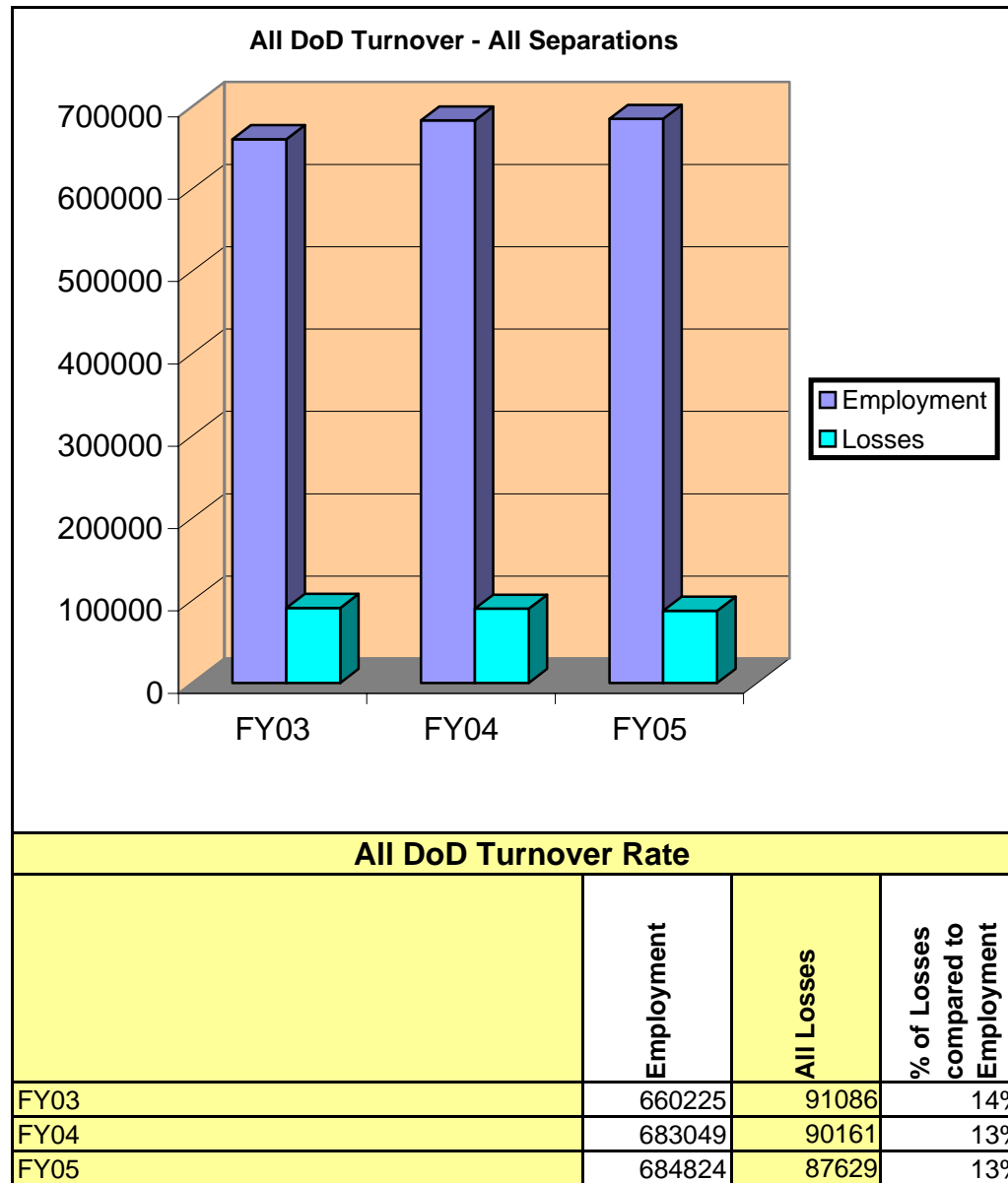
\*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## National Guard Bureau Turnover Rate\* (Appropriated Fund)



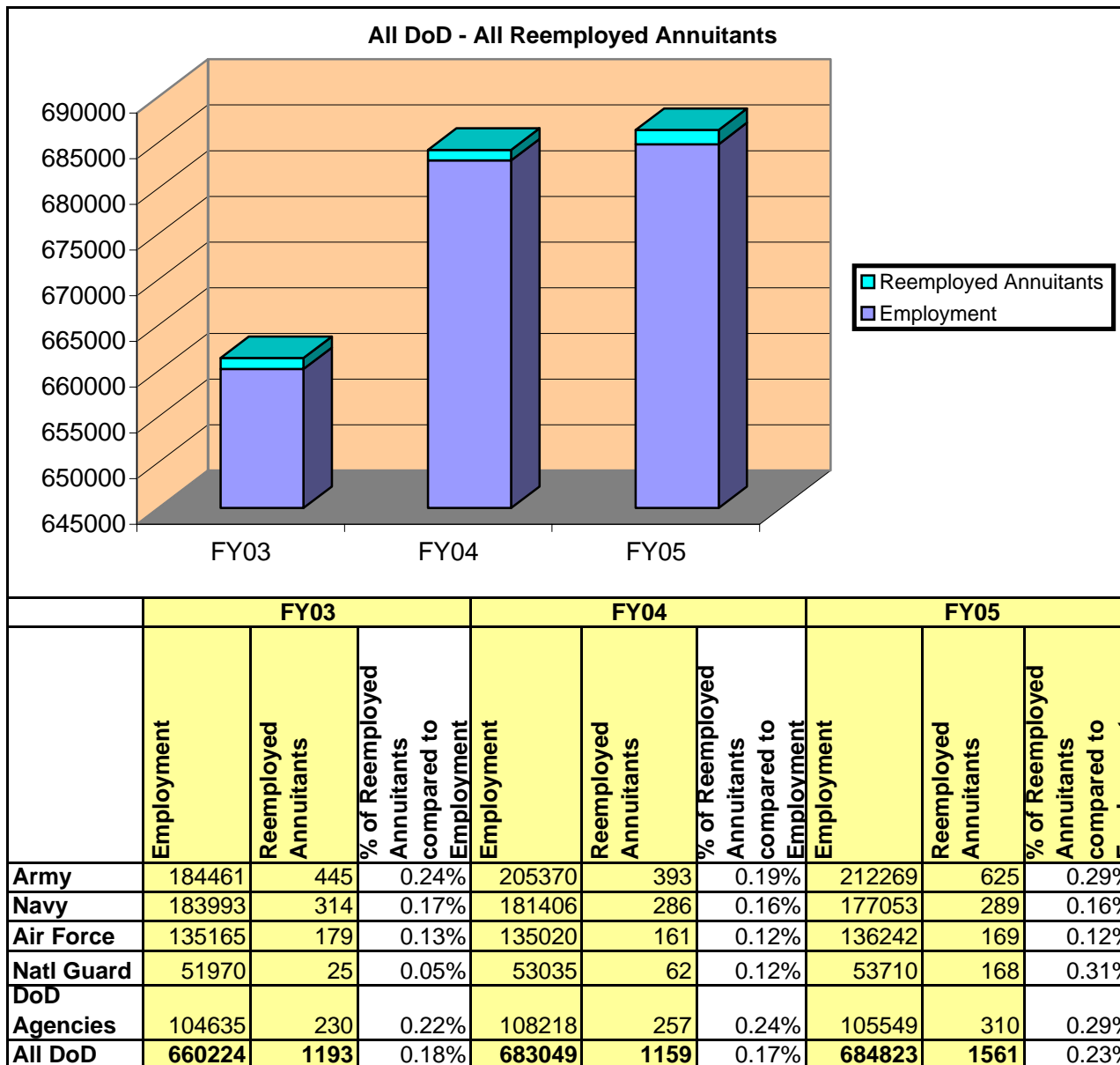
\*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## All DoD Turnover Rate\* (Appropriated Fund)



\*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

## All DoD Reemployed Annuitants\* (Appropriated Fund)

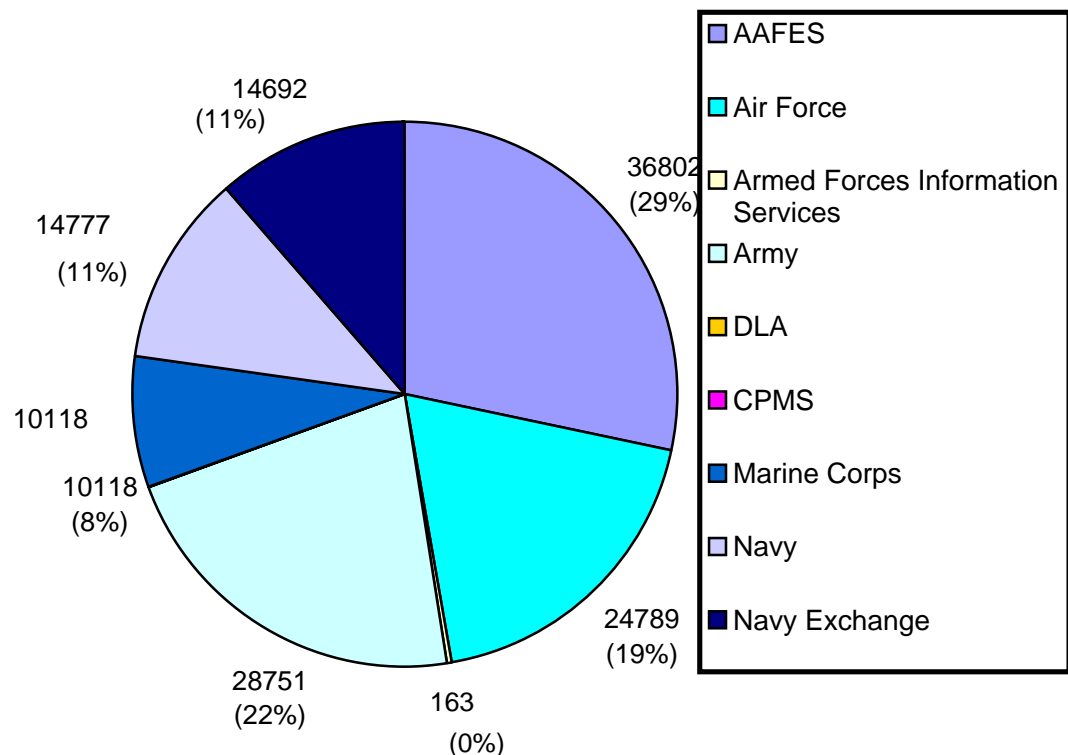


\*Note: DCPDS codes of A, B, G, 1 and 6 (Reemployed FERS Annuitant, Former FERS Annuitant, Reemployed FERS Annuitant not subject to salary reduction, Reemployed CSRS Annuitant, Reemployed CSRS Annuitant not subject to salary reduction) were used.



# **Non Appropriated Fund**

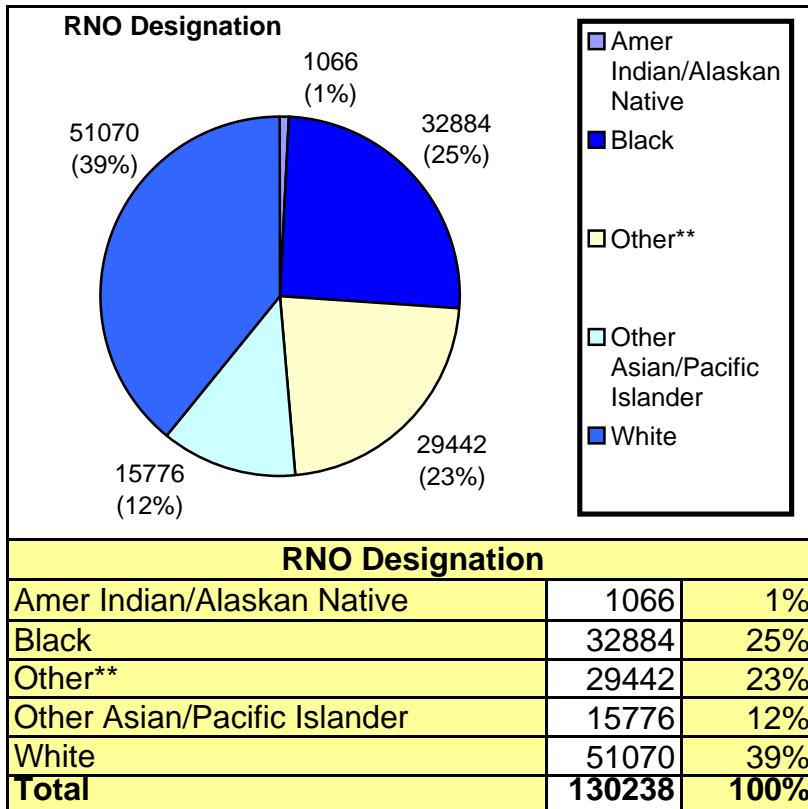
### Non Appropriated Fund Employees by Component



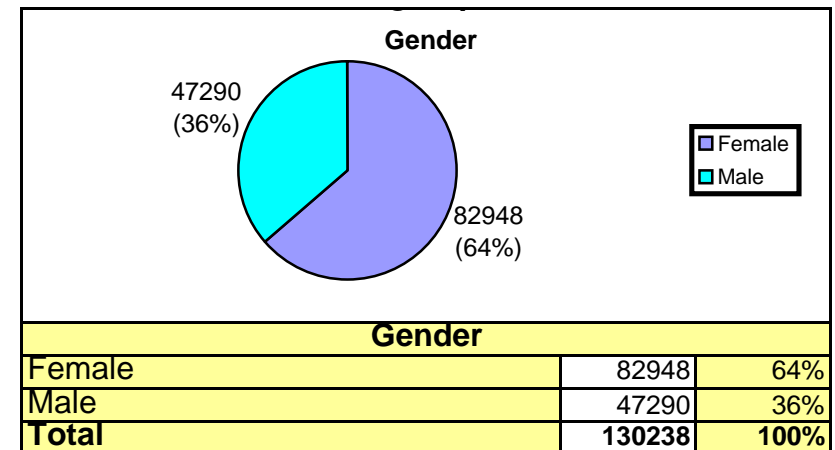
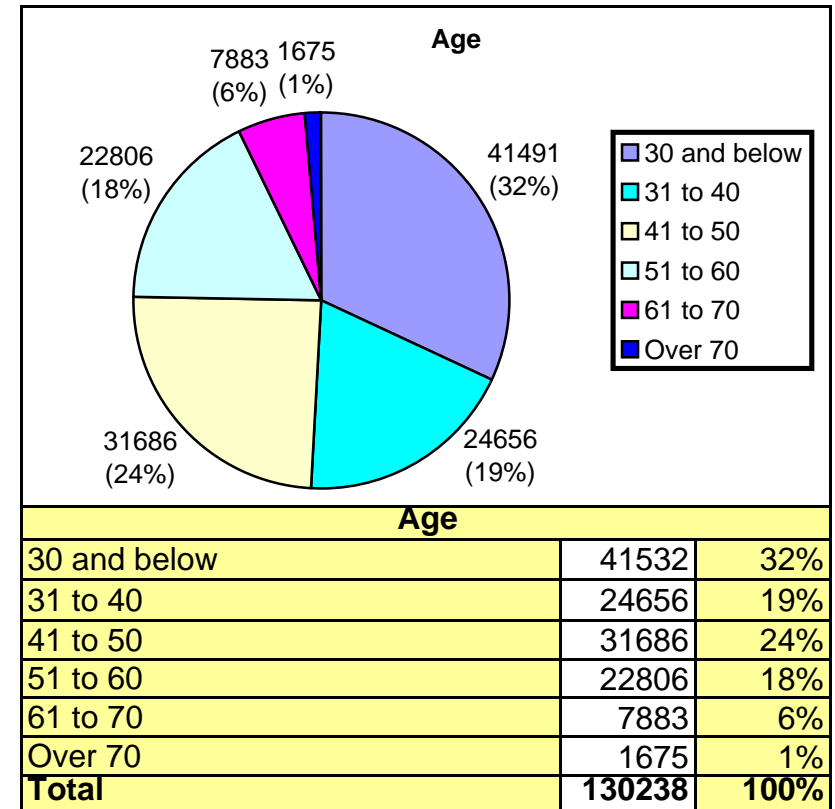
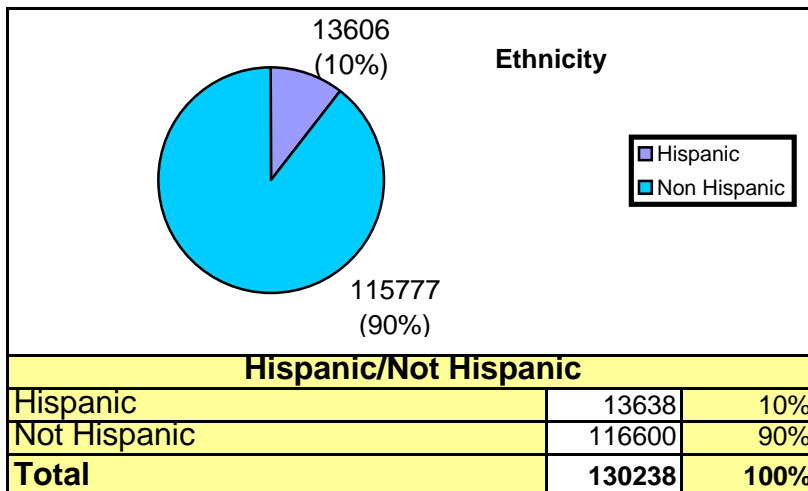
Non Appropriated Fund Employees		
AAFES	36802	29%
Air Force	24626	19%
Armed Forces Information Services	163	0%
Army	28751	22%
DLA	*277	0%
DHRA	*32	0%
Marine Corps	10118	8%
Navy	14777	11%
Navy Exchange	14692	11%
<b>Total</b>	<b>130238</b>	<b>100%</b>

\* Some data in table are not provided in chart above

## Non Appropriated Fund General Workforce Demographics

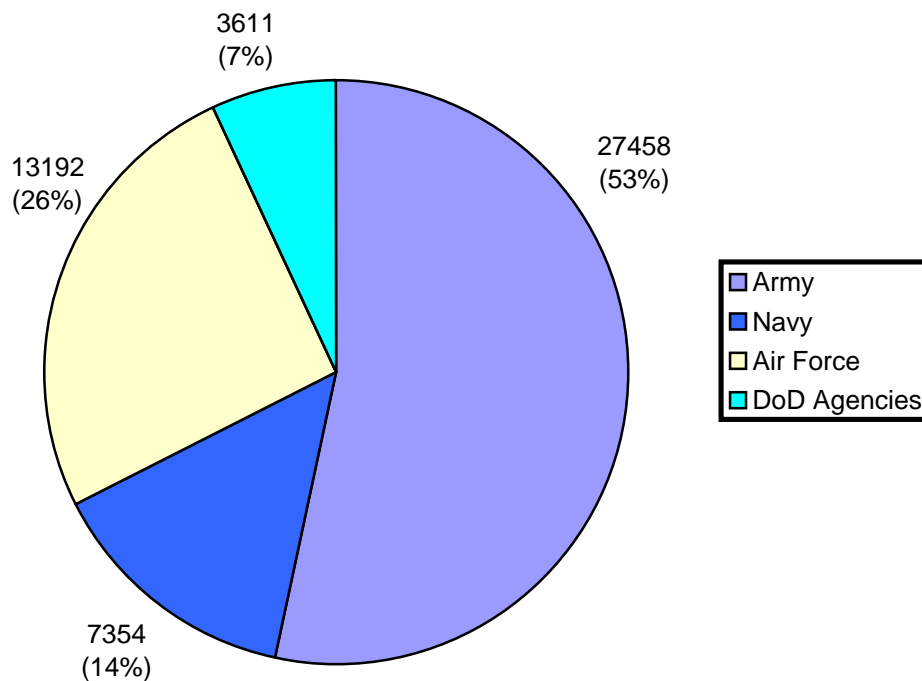


Other\*\* Data not reported by employee



# Local Nationals

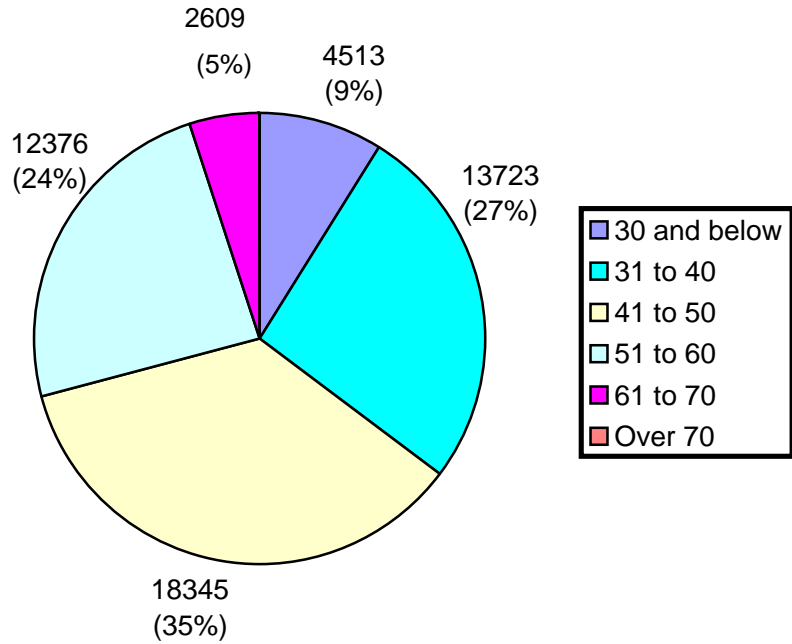
## Local Nationals by Component



Local Nationals		
Army	27458	53%
Navy	7354	14%
Air Force	13192	26%
DoD Agencies	3611	7%
<b>Total</b>	<b>51615</b>	<b>100%</b>

## Local Nationals General Workforce Demographics

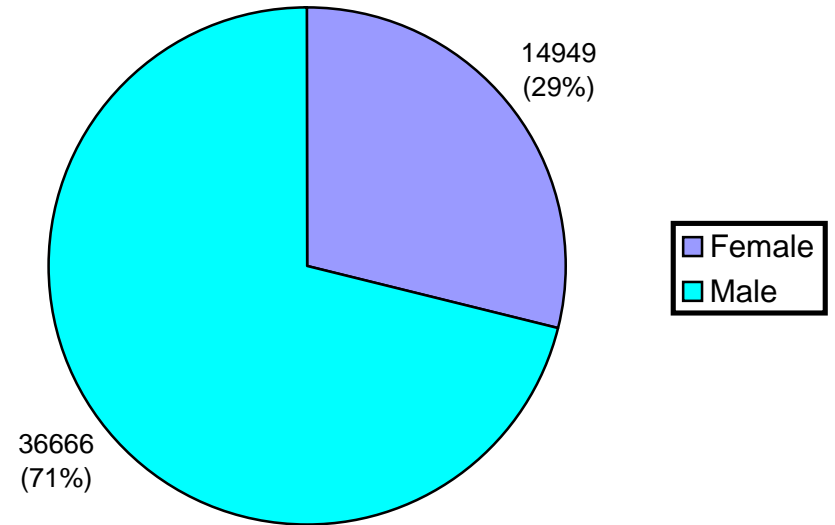
### Age



Age		
30 and below	4513	9%
31 to 40	13723	27%
41 to 50	18345	36%
51 to 60	12376	24%
61 to 70	2609	5%
Over 70	*49	0%
<b>Total</b>	<b>51615</b>	<b>100%</b>

\*Some data in table are not provided in chart above

### Gender



Gender		
Female	14949	29%
Male	36666	71%
<b>Total</b>	<b>51615</b>	<b>100%</b>